

**BACKGROUND**

The Modern Slavery Act 2015 (MSA) is an Act of Parliament which sets out a range of measures on how modern slavery and human trafficking is dealt with in the United Kingdom (UK). Under the MSA, a person commits an offence if it, amongst others, holds another person in slavery or servitude, requires or forces another person to perform compulsory labour, and also engages in other related forms of workplace abuse. The intention of the Act is to protect victims, bring perpetrators to justice and provide more effective tools for law enforcement against any parties who have caused the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

**WHO WE ARE**

**CIMB Group** ("The Group") is a leading KL-headquartered ASEAN universal bank, one of the largest investment banks in Asia, and one of the largest Islamic banks in the world.

As the fifth largest banking group in ASEAN, we have around 39,000 staff in 15 countries across ASEAN, Asia and beyond. CIMB Investment Bank provides market-leading conventional and Islamic financial advice for a tailored delivery of banking solutions to our clients. We have structured and executed award winning deals which showcase our ability to innovate and help our clients achieve their goals. CIMB also has an extensive retail banking network of over 900 branches serving more than 12 million customers. Beyond ASEAN, we also have presence in China & Hong Kong, India, Sri Lanka, Korea, the US and the UK.

CIMB is ranked among the top banks in ASEAN, garnering numerous awards across the years. Our vision is to provide universal banking services as a high performing, institutionalised and integrated company located in ASEAN and key markets beyond, and to champion the acceleration of ASEAN integration and the region's links to the rest of the world.

**OUR COMMITMENT**

The Group is committed to acting ethically and with integrity at all times in our business relationships. We expect high standards from all of our contractors, suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards. We have taken the steps outlined in this statement to ensure that modern slavery or human trafficking is not taking place in either our own business or in any part of our supply chain.

**APPROACH**

As a custodian of public funds, we have the responsibility to safeguard integrity and credibility in the way we operate our business. We believe that the detection, prevention and reporting of modern slavery in all parts of our business and supply chains is the responsibility of all those working for us or under our control.

Our commitment to avoiding any form of exploitation, discrimination, harassment and/or unfair practices in the workplace are reflected in the following Group policies:

a) Code of Conduct and Ethics ("The Code")

The Code is vital to ensure that our business operations are conducted with the highest ethical standards within the Group. At CIMB, we understand that it is important to emphasise strong ethical values within CIMB that support a culture of integrity, fairness, trust, forthrightness and the pursuit of excellence. The Code sets out the principles and standards of behaviour that are expected of all employees of the Group when dealing with customers, business associates, regulators, colleagues and other stakeholders. All employees are hence expected to act professionally, treat fellow colleagues and other key stakeholders with utmost respect and ensure that we communicate with each other without discrimination in any part of our business or supply chains.

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

b) Whistleblowing Policy

Our whistleblowing policy reflects CIMB's belief that a well-disciplined and professional workforce is a cornerstone to the success of CIMB. Employees are expected to be vigilant about wrongdoings, malpractices or irregularities at the workplace and report such instances promptly through designated channels. The policy aims to encourage the reporting of such matters in good faith, with the confidence that employees making such reports will, to the extent possible, be protected from reprisal.

c) Anti-Bribery and Corruption Policy

One of the core values of CIMB is integrity, and we will not tolerate any acts which are in breach of this value. We firmly believe in acting professionally, fairly and with integrity in all business dealings and relationships. We operate an Anti-Bribery and Corruption Policy under which we adopt a zero-tolerance approach to any acts of bribery or corruption perpetrated by employees and our suppliers.

d) Group Procurement Policy

The Vendors' Code of Conduct under the policy defines the Group's expectations and responsibilities of its vendors, and the responsibility of the vendors towards their stakeholders and the environment, which includes fair labour practices and human rights.

e) Collective Agreement

As a unionized organization, the Agreement aims to maintain industrial harmony within our workforce. Under the Agreement, employees would have the option to voice their grievance through the grievance process should they find any abuse or non-compliance of their terms and conditions of employment and/or ill treatment of workers.

With these policies, we are committed to acting ethically and with integrity both within our own business and within our supply chain. We will continue to be vigilant and committed to improving our practices to combat slavery and human trafficking.

### ACKNOWLEDGEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 2016.