

## The Bank of East Asia, Limited

### 東亞銀行有限公司

(Incorporated in Hong Kong with limited liability in 1918)

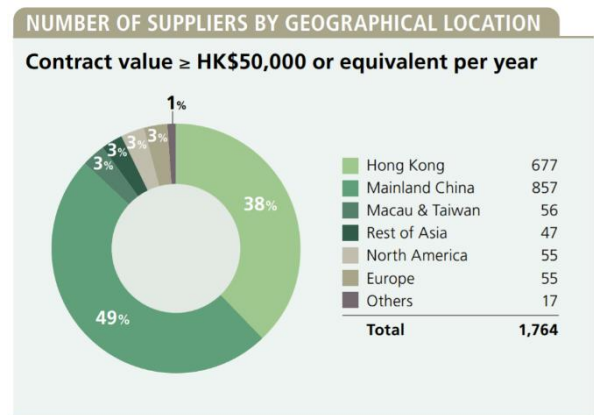
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## Slavery and Human Trafficking Statement

### 1. About BEA

The Bank of East Asia, Limited (“BEA”) is a leading Hong Kong-based financial services group, providing a comprehensive range of wholesale banking, personal banking, wealth management, and investment services through approximately 150 outlets worldwide. With a focus on supporting people and businesses with links to Hong Kong and Mainland China, we maintain one of the largest retail networks of any bank in Hong Kong and operate one of the most extensive networks of any foreign bank on the Mainland, and have an established presence in Macau, Taiwan, Malaysia, Singapore, the United Kingdom (“UK”), and the United States (“US”).

In 2021, our Group engaged approximately 1,700 suppliers. We source most goods and services from the markets in which we operate. Given the nature of our core business as a provider of financial services, the majority of our expenditure is indirect, meaning that we source goods and services that enable us to provide financial services rather than goods for resale. There is no inherent seasonality in our Group’s sourcing both in terms of the goods and services we source and the suppliers from whom we source. There were zero cases of human rights breaches recorded by the Group for the year ended 31st December, 2021.



### 2. Scope

This statement is issued in accordance with the UK’s Modern Slavery Act 2015, and sets out the steps that BEA has taken during the year ending 31st December, 2022 to ensure that modern slavery is not knowingly taking place in our own operations or supply chains. This statement applies to all members of our Bank Group, which includes but is not limited to The Bank of East Asia, Limited and The Bank of East Asia (China) Limited. For a list of major Group members, please refer to pages 63-65 of our 2022 Interim Report.

### 3. Management Approach

BEA is committed to its environmental, social, and governance (“ESG”) responsibilities, and prohibits slavery and human trafficking in its business and supply chain. Aware that perpetrators of human trafficking may attempt to change the identity of their illegal proceeds so that it appears to have originated from a legitimate source, we have developed robust AML compliance programmes to mitigate such risk. Meanwhile, the assessment of prospective corporate loan customers help flag ESG risks including human trafficking, child labour, forced labour, and sexual exploitation.

BEA is committed to working with suppliers that showcase best practice, while encouraging others to develop and demonstrate improvement within these fields. Communal wellbeing and the integrity of the environment is important to the BEA Group, hence we seek to promote sustainable development to all those within reach of our operations. We build relationships with suppliers that share our commitment to responsible and ethical operating practices, and will not knowingly work with suppliers that have a record of negative impact on the environment or society.

Our Supplier Code of Conduct (the “Code”) outlines the Group’s requirements and expectations for the social and environmental performance of suppliers. It also aligns with the values and principles of the United Nations Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organisation. We are committed to working together with suppliers on areas of weakness to improve their performance, and should they still fail to meet expectations, the Bank would take steps to exit the relationship.

We are committed to our people, providing them with development opportunities and rewarding them fairly. BEA also has policies in place to address requirements in preventing slavery and human trafficking including, but not limited to its:

- Code of Conduct (for internal reference only – Section 5: Ethical Values);
- Sustainability Policy (Section 9: Engaging Our Suppliers);
- Human Rights Policy (Section 5: Suppliers);
- Group Policy on Anti-Money Laundering and Counter-Terrorist Financing;
- Occupational Safety and Health Policy;
- Outsourcing Policy;
- Staff Grievance Procedure;
- Supplier Code of Conduct; and
- Whistleblowing Policy.

All ESG-related policies generally follow the same procedure of development and review. Following development by the policy owner, policies are submitted to the ESG Work Group and ESG Steering Committee for review, the Board-level ESG Committee for endorsement, and then the Board for approval. All such policies, which are part of the Group’s corporate governance framework, are reviewed and approved as needed and at least annually.

#### 4. Progress Update

In 2022, the Bank revised its Guideline for the Procure-to-Pay Process, providing procurement units with guidance on supplier compliance with the Group's Code. We also have in place a procedure to identify and report suppliers who do not confirm compliance with the Code. To further our commitment to sustainable supply chain management, we are in the process of establishing a Group Sustainable Procurement Policy which includes the integration of sustainability principles into our supplier selection process.

To strengthen risk management in our supply chain, we launched an enhanced ESG risk assessment mechanism in 2022, enabling us to better evaluate supplier ESG risks, including human rights. In addition to the improved product risk assessment criteria, we have broadened the geographical coverage of our ESG risk assessment for better oversight. The Bank proactively looks for signs that point to the possible existence of forced labour and human trafficking, and the outcome of ongoing diligence is reported to Senior Management on a quarterly basis.

We also count on our staff to be alert to ESG risks. To this end, BEA conducted an ESG training module in 2022 that addressed human rights and social issues including child labour. Group procurement staff members completed this training exercise and we plan to expand this in 2023 to include selected suppliers, underscoring the Bank's stance on slavery and human trafficking. To facilitate whistleblowing and build a speak up culture, the Bank has an established reporting channel for grievances and a whistleblowing procedure enabling all stakeholders to raise concerns in confidence and anonymity via the Bank's website. Any cases that contravene the Group's Policy are reported quarterly to the Senior Management. Results of the investigation and corrective actions taken are managed by the relevant department. The reporting channel will help ensure that suspected supplier non-compliance is brought to the Senior Management's attention.

#### 5. Policy Review and Approval

This Statement shall be reviewed annually and as required to ensure its relevance and effectiveness. Should there be any discrepancy between the English version and the Chinese version of this Statement, the English version shall apply and prevail.

This statement was approved by the Board of Directors of The Bank of East Asia, Limited on 24<sup>th</sup> November, 2022.

(Signed)  Adrian Li Co-Chief Executive	(Signed)  Brian Li Co-Chief Executive
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