

Singapore Pools

Supplier Code of Conduct

Objective

Singapore Pools is committed to the highest standards of ethics, integrity and social responsibility and we expect our Suppliers to have or to make a similar commitment. The Singapore Pools Supplier Code of Conduct (“Code”) describes Singapore Pools’ minimum expectations of how its Suppliers (and their subcontractors) conduct business when providing goods or services to Singapore Pools.

Where requested, Suppliers must be able to demonstrate they have appropriate policies or frameworks in place to comply with these expectations. Singapore Pools will review its relationships with Suppliers who fail to adhere to the Code, which may lead to remedial action and/or termination in accordance with contractual provisions.

1. Compliance with Laws and Regulations

Singapore Pools expects all Suppliers to comply with applicable laws, regulations, policies and contractual obligations. Suppliers must comply at all times with anti-corruption policies, laws and rules of all applicable jurisdictions, including but not limited to anti-money laundering laws and anti-bribery laws, and will not, directly or indirectly, offer or provide any improper or corrupt payments, gifts or things of value to any person

2. Fair Competition and Ethical Dealings

Fair competition must be practiced in accordance with local laws and Suppliers must not engage in collusive and/or anti-competitive conduct. In addition, Suppliers must not engage in any activities that are illegal, unsafe, exploitative, fraudulent, corrupt, collusive, or otherwise unethical .

3. Conflict of Interest

Situations that create a conflict of interest or the perception thereof must be avoided. In particular, the Supplier must ensure that any employees, agents or subcontractors involved in the development of betting or related systems used to support Singapore Pools’ betting games, including but not limited to sports betting, horse racing, 4D, TOTO, and Singapore Sweep, shall not participate, whether directly or indirectly, in the betting games offered by these systems. An example of conflict of interest would be when a Supplier’s employee undertaking an audit of a system for Singapore Pools has a spouse who was involved in the development of the same system.

Suppliers must disclose any actual or potential conflict of interest to Singapore Pools immediately upon becoming aware of any facts which may reasonably be expected to involve or give rise to such conflict.

4. Business Integrity

Suppliers must adhere to the highest standard of moral and ethical conduct, and act honestly, responsibly and transparently in conducting their business. Suppliers must not engage in any form of corrupt practices or engage in conduct or misuse a position with the intention of obtaining an advantage for themselves or for another person. Suppliers should ensure all financial and business records are correctly and accurately maintained.

5. Environment & Sustainability

Suppliers must comply with all legislation and regulations regarding the protection of the environment in the countries where they operate, such as those relating to waste disposal and pollution.

All efforts should be made by Suppliers to minimise the impact of their operations on the environment, such as reducing emissions through energy performance and efficiency measures. Upon request and where practicable, Suppliers must cooperate with Singapore Pools to measure, track, and report the sustainability performance of goods and services supplied to Singapore Pools.

6. Health and Safety

Suppliers must comply with all applicable workplace health and safety laws. Suppliers are further encouraged to have in place appropriate policies that are designed to promote healthy workplaces, safe work practices and prevent work-related injuries and illness. Suppliers must also ensure that its employees are physically fit for work and not under the influence of alcohol, prohibited drugs or other incapacitating substances when providing goods or services to Singapore Pools.

7. Human Rights & Protection from Discrimination and Harassment

Suppliers must take all reasonable efforts to ensure that they, and organisations in their supply chain, are not causing, contributing to or directly linked to human rights abuses such as coercion, involuntary and underage labour or modern slavery practice.

Suppliers must not discriminate based on age, nationality, sex, marital status, pregnancy status, caregiving responsibilities, race, religion, language, disability and mental health conditions, or any other characteristics protected by anti-discrimination law, in hiring and other employment practices. Suppliers should have processes in place to support the disclosure and management of bullying and harassment practices. Suppliers must respect employees' rights to freedom of association and collective bargaining.

8. Business Continuity Planning

Suppliers should have in place plans to reduce the impact of business disruptions (including without limitation natural disasters, pandemics, terrorism, strikes, computer viruses).

9. Protection of Information

If a Supplier collects, uses or otherwise processes personal data on behalf of Singapore Pools, the Supplier shall ensure that it complies with all applicable data protection laws (including the Singapore Personal Data Protection Act 2012). The Supplier shall not transfer any such personal data outside of Singapore or to any third party without Singapore Pools' prior written approval. The Supplier shall also notify Singapore Pools promptly in the event of any data breach.