

JEDI Legal Regulation: Singapore

Legislation or Policy

Code of Corporate Governance

Requires every listed company in Singapore to have a board diversity policy, including qualitative and measurable quantitative objectives (where appropriate).

Personal Data Protection Act 2012 (No. 26 of 2012) (PDPA)

Organisations seeking to collect, use or disclose personal data in relation to diversity matters should ideally collect, use or disclose such data with the consent of the employees to whom such data relates.

The Tripartite Guidelines on Fair Employment Practices

Provide clear guidelines on how to ensure a Singaporean core workforce, supplemented by foreigners/expatriates. There are also guidelines around hiring, retention, compensation, etc., stating that “[this] will not only help prevent discrimination at the workplace, but also encourage employers to adopt progressive HR practices that will benefit both employers and employees.”

Investor Implications

- The Code and the diversity requirement follows the comply or explain framework
- The Tripartite guidelines suggest only asking only questions relevant to assessing an applicant’s suitability for a job.

