

SUSTAINABILITY POLICY

The Company and its subsidiaries (the Group) are committed to achieving sustainable development and establishing, promoting and maintaining a culture of sustainability and environmental and social responsibilities in all aspect areas.

The Group's sustainability policies are:

Stakeholder Relations

- To engage with stakeholders dearly, honestly and respectfully.
- To timely and meaningful dialogue with all stakeholders, including shareholders, Customers, employees, governments, regulators and landowners, among others.
- To build up a reputation and corporate culture that conforms towards holistic approach in business decision.

Employee Relations

- To ensure employees' wellbeing and to protect them from work-related illnesses and encourage the adoption of a healthy lifestyle.
- To ensure the employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.
- To provide equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation or harassment.
- To implement incentive schemes to promote staff participation in contributing towards sustainability policies and practices of the Group.

Human Rights

- To recognize that governments have the primary responsibility to promote and protect human rights.
- To work with governments and agencies to support and respect human rights within the sphere of influence.
- Not to tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.
- To build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

REVIEW OF SUSTAINABILITY POLICAY

The Board shall reviewing the Group's sustainability policies and monitoring implementation.