

## SUSTAINABILITY POLICY

### VISION

To be the preferred Global Partner in Aluminium

### MISSION

Customer  
Focus

Teamwork

Operational  
Excellence

Stakeholders'  
Interest

With the growing global shift towards prioritising environmental, economic, social and governance ("EESG") matters, we believe that only by adopting sustainable business practices can we truly become the preferred global partner in aluminium. Our goal is to advance concept into real projects by developing sustainable solutions based on our distinctive industry knowledge, our team's capabilities and innovations in engineering, technology and metallurgy.

Our Sustainability Policy serves as the Group's overall guide on sustainability matters. This Policy is consistent with our Code of Ethics and Code of Conduct, Anti-Bribery and Corruption ("ABC") Policy, Human Rights Policy and all relevant policies and procedures as well as all applicable laws and regulations. All our stakeholders (Directors, employees, suppliers, customers and community partners) must abide by this Policy. Our policies can also be accessed on the Group's website.

### OUR POLICIES UPHOLD THE FOLLOWING COMMITMENTS:

The Group's Policies were enacted to address the EESG impacts of our business and operations. The following outlines our commitments to sustainable development:

#### Sustainability Governance

We believe that only corporate governance of the highest standards is acceptable. The Group is committed towards achieving the highest sustainability practices in driving our business to be a good steward of the EESG. This requires a strong internal sound control by a proficient and experienced Board of Directors ("Board"). The Board should be capable of making well-informed and unbiased decisions based on wisdom and expertise for the collective benefit of all stakeholders. They must demonstrate transparency and accountability at all times. The Board should take sustainability considerations in setting the strategy direction of the Group, exercise independent oversight, independent in judgement, maintain sufficient detailed knowledge of the Group's business and performance to make well-informed decisions.

Our sustainability governance adheres to the guidelines prescribed by the Malaysian Code on Corporate Governance 2021 ("MCCG") and other international standards. The Board and the Senior Management ensures that our company's strategic plan not only supports long-term value creation but also incorporates strategies for promoting EESG sustainability interests and seeks to reconcile them in its daily business activities. This entails setting sustainability targets, incorporating sustainability strategies, and managing EESG risks and opportunities.

The Group conduct all our business transactions with the utmost integrity. Each division within our organisation must comply with all relevant laws applicable to its operational frameworks.

- All individuals associated with or interacting with the Group, including directors, executives, managers, employees, as well as business and community partners, are expected to comply with all relevant laws and demonstrate the highest standards of business ethics.
- Policies that safeguard the Group's operations against malicious and unfair business practices must be institutionalised.

## **Environmental Protection**

Our Environmental Policy seeks to protect and minimise our ecological footprint. We adhere to regulatory and statutory requirements and applicable best practices within our business operations. Additionally, our emission management schemes are based on Bursa Malaysia Sustainability Reporting Guide and in reference to Global Reporting Initiatives.

We consistently strive to preserve the environment. We are committed to address our environmental impacts by implementing the reduction or mitigation solutions enumerated below.

### **Water Management**

- Practice water efficiency by monitoring water usage in our facilities and our product life cycle, and seek ways to optimise water usage.
- Boost environmental awareness in our workforce to reduce unnecessary water consumption.

### **Emissions Management**

- Identify greenhouse gas ("GHG") emissions in all areas of business operations and subsequently set targets to reduce overall emissions.
- Align with Malaysia's nationally determined contribution metrics to mitigate climate change.
- Ensure that of harmful emissions do not enter our atmosphere in our production process.
- Adopt eco-friendly technologies within our business operations.
- Educate employees on how to reduce and avoid emissions.

### **Waste, Materials and Natural Resources**

- Reduce the use of virgin materials by using alternative products and seeking environmentally friendly ways to reduce, reuse, recycle and repurpose (4Rs) waste.
- Inculcate good practices on waste management amongst all employees by encouraging 4Rs.
- Ensure the proper management of hazardous and non-hazardous materials to avoid risking harm to the community and the environment.

## **Energy Management**

- Monitor our energy usage and actively seek ways of optimising energy usage in our operations.
- Invest in the latest equipment and technology to reduce electricity consumption.
- Conduct regular testing of our machinery to ensure it is operating at an efficient capacity.
- Promote energy conservation amongst employees to encourage responsible energy use.
- Utilise renewable energy sources by installing rooftop solar photovoltaic system.

## **Social**

The Group recognises the social impacts induced by our business and operations. We pledge to incur a net positive impact on the lives of our workforce, business partners and the communities where we operate by making the following commitments:

### **Safety and Health Commitments**

The Group is committed to protect the health and safety of our workforce, business partners and neighbouring communities. Specifically, we are dedicated to uphold the following:

- Abide by the government's legislation, international standards and other compliance requirements pertaining to health and safety.
- Prevent unwanted incidents by thoroughly assessing safety and health risks and opportunities for ongoing and future projects.
- Constantly improve our work practices according to the assessments of the implemented safety and health management system and other safety and health programmes.

### **Labour Standards and Human Rights**

Our Human Rights Policy upholds the rights of all our employees and stakeholders in accordance with national laws, regulations, and international best practices. We practise transparent communication with our stakeholders and take a proactive approach to address their concerns. We aim to fulfil these objectives by adhering to the following:

- Respect the human rights of every individual, condemning any form of discrimination based on race, gender, age, nationality, religious or political beliefs, disability, ethnicity, marital status, family situation, cultural background, social origins, caste, disability, pregnancy and maternity
- Prohibit all instances of child labour, forced labour, modern slavery, excessive working hours, bullying, sexual harassment and abuse of power.
- Safeguard the rights to freedom of association and collective bargaining.
- Promote equal employment opportunity and equal pay for equal work, and establish a system of merit-based employment, skills development and promotions.

- Providing a secure and safe workplace for all employees.
- Promoting safety and well-being amongst all employees.

*Please refer to the Human Rights Policy for more details.*

## **Suppliers**

Our suppliers are expected to abide by our ABC Policy, Human Rights Policy and Sustainability Policy to ensure that sustainable practices are extended to our supply chain. Our suppliers must agree to the adhere policies in conducting business including:

- To operate in accordance with our procurement standards and processes.
- Responsibly source materials for manufacturing and business operations.
- Prohibit any form of forced labour and child labour.
- To comply with all applicable laws and regulations including environmental laws.

## **Community**

The Group seeks to promote the wellbeing of the communities in which it operates by understanding the needs of the employees and communities, fostering healthy working relationships and maintaining liveable communities.

- Uphold the fundamental human rights of the people who are living in the communities in which we operate.
- Respond in a professional and timely manner to public enquiries.
- Actively participate in events organised by the communities where we operate.
- Support and encourage community development.

## **To ensure the successful implementation of the Sustainability Policy, we will:**

- Set quantifiable and meaningful sustainability targets, and regularly evaluate our progress and accomplishments.
- Fulfil the relevant sustainability requirements and responsibilities to all our stakeholders, including our workforce, business partners, clients, shareholders, the government and the communities where we operate.
- Encourage the participation of stakeholders and raise their awareness through collaborations and training to nurture sustainability practices
- Disseminate this Policy and our commitments to all staff members across our business, ensuring accessibility for interested parties upon request.
- Adhere to applicable statutory and regulatory requirements.
- Establish a dedicated sustainability structure via the Sustainability Management Committee (SMC) that will guide the implementation of sustainability initiatives, monitor the effectiveness of the process and ensure continuous progress of our sustainability targets.
- This Policy is subject to review where necessary and made available on the Group's website.

This Policy is reviewed and approved by the Board of Directors on 27 March 2024.