



**PCCS GROUP BERHAD**

[Reg. No. 199301026191 (280929-K)]

(Incorporated in Malaysia)

# **Sustainability Policy**

## Our Aim

PCCS Group Berhad and its subsidiaries (“PCCS” or the “Group”) are committed to creating a better future by strategically managing our risks and opportunities, as well as incorporate sustainable practices throughout our operations. Our business practices are centred on generating short, medium and long-term value for the Group and our stakeholders. Driven by our corporate values, PCCS aim to minimise adverse governance, economic, environmental and social impacts derived from our activities.

## Our Sustainability Policy Statement

The Group commits to the following:

-  Manufacturing quality products that sustain customer satisfaction and support long-term value creation;
-  Supporting local economic growth by providing business opportunities to local enterprises to the greatest extent possible;
-  Procuring products and supplies that are environmentally friendly in order to minimise the Group’s environmental impact;
-  Incorporating the latest technological innovations to enhance production efficiency;
-  Upholding the highest standards of ethical business conduct and act with integrity in everything we do;
-  Preventing all forms of bribery and corruption across the Group;
-  Complying fully with all regulatory and legal requirements that PCCS subscribes to across the markets we operate in;
-  Fostering a safe workplace for our employees through the implementation of health and safety best practices across our factories and offices;
-  Respecting and protecting employee rights, and providing equal opportunity to all;
-  Allocating resources and organising capacity building programmes to support employee development and growth;
-  Protecting customer data and privacy against unauthorised access and use;
-  Strengthening the bond between the Group and our stakeholders through regular engagement activities;

- ✚ Optimising our business activities to minimise unnecessary resource consumption;
- ✚ Enforcing proper waste management practices across our operations to minimise adverse impacts on the environment and surrounding communities; and
- ✚ Implementing initiatives to limit our contribution to climate change and anthropogenic greenhouse gas emissions.

## Review and Management

The Sustainability Policy shall fall under the direction of PCCS' Board of Directors, who will be responsible for reviewing the Policy as and when required to ensure that it remains aligned with the latest industry and sustainable best practices.

All PCCS employees shall adhere to and comply with this policy during the tenure with the Group.

**The Sustainability Policy was reviewed and approved by the Board of Directors on 31 March 2021.**