

SUSTAINABILITY POLICY OF IMASPRO CORPORATION BERHAD

1. INTRODUCTION

Imaspro Corporation Berhad (“the Company”) and its subsidiaries (“the Group”) aspire to achieve sustainability best practices in all its business activities by integrating sustainable practices into its daily businesses and aligning them to its core values.

2. ENVIRONMENT

The Group recognises the importance of environmental protection for the sustainability of its businesses and is committed to:

- a. Encourage continual improvement in environmental performance by incorporating suitable monitoring mechanisms and improvement targets on aspects which are material to the Group’s operations.
- b. Integrate the consideration of environmental concerns and impacts into its decision making and activities; and
- c. Promote environmental awareness among its employees.

3. HUMAN RIGHTS

The Group is guided by the fundamental principles in the Human Rights Commission of Malaysia, Suhakam (Suruhanjaya Hak Asasi Malaysia) and is committed to adopt good workplace practices such as non-discrimination, fair employment conditions, health and safety, workplace security, privacy/data protection, no child or forced labour or human trafficking, no sexual harassment, grievance handling, community rights, etc. Besides, the Company also put in place separate policies such as whistle-blowing policy and gender diversity policy.

4. BUSINESS ETHICS

The Group expects all its employees at all levels to conduct themselves responsibly, honestly and with integrity in carrying out their duties and responsibilities and to comply with the Group’s policies, procedures and applicable laws and regulations. The Group also sets out the Code of Conduct and Ethics to maintain a uniform set of values and ethics within the Group.

The Group seeks to continually enhance the reputation of and trust in its brands through its commitment to deliver products of the highest safety and quality standards. The Group takes the quality and safety of its products very seriously and will not compromise on compliance, safety and quality in any way.

The Group will engage with suppliers to support its sustainability efforts and adhere to the minimum environmental, social and ethics requirements. The Group will work towards implementing the relevant policies proportionately and appropriately in its supply chain.

5. SUSTAINABILITY GOVERNANCE STRUCTURE

The Board of Directors oversees the Group's sustainability governance structure. Senior management comprises of Head of Departments ("HODs") of each subsidiary.

Senior management is responsible for overseeing the implementation of sustainability-related initiatives. The senior management is supported by the Sustainability Working Group comprising managers under the HODs and subject matter experts who are outsourced to ensure the sustainability of a certain matter. The Sustainability Working Group is responsible for executing, monitoring and reporting sustainability-related initiatives which assist senior management in making informed decisions to achieve the Group's sustainability goals. The sustainability performance of the Group is incorporated into the performance appraisal and remuneration appraisal of Directors and Senior Management annually.

The Board's oversight allows the Group to translate its sustainability strategies into effective execution of initiatives in the respective departments

6. SOCIAL SUSTAINABILITY

The Group seeks to protect the lives and health of its employees and communities that surround its operations, and protect its assets, ensure continuity of its business and create public trust. The Group shall incorporate public interest in its business operations by way of the following:

- To maintain a safe and healthy workforce;
- To recruit and retain high potential and high performing employees;
- To use training and development as a strategic investment and a way of shaping sustainability governance culture and behaviour in the Group;
- To enable employees to further develop their professional and personal skills;
- To promote racial harmony and prevent racial discrimination;
- To prevent sexual harassment and other forms of violence against women;
- To be recognised as a good corporate citizen;
- To align its charitable giving with the Group's activities;
- To actively encourage its people to get involved in charity work;
- To respond in a professional and timely manner to public enquiries; and
- To continue to improve public perception and experience of the Group.

This Policy will be continually improved upon and reviewed from time to time by the Board.

Review Date: 24th August 2022