

# DRB-HICOM SUSTAINABILITY POLICY

Our **Sustainability Vision** – To be a front-runner in meeting the sustainable standards set by the nation.

Our **Sustainability Mission** – To ensure that business activities of our core sectors are aligned with the expectations of our stakeholders while also enhancing the long-term value of the Group through sustainable initiatives.

At DRB-HICOM and its Group of Companies, we aspire to align our business strategies with the Economic, Environment and Social pillars of sustainability.

## ECONOMIC



### GOVERNANCE

- Encourage a corporate culture that fosters sustainable practices and values in our business conduct;
- Comply with, and exceed where practicable, all applicable legislation, regulations and code of ethics in our business practices;
- Promote and ensure all employees are aware of and are committed to implementing sustainability activities as part of the Group's strategy.

### SUPPLY CHAIN

- Advocate socially-responsible procurement practices with our suppliers and vendors;
- Encourage growth and development of local suppliers and vendors through optimal use of local resources and materials.

## ENVIRONMENT



### ENVIRONMENTAL MANAGEMENT

- Consistently strive to reduce our environmental footprint by specifically committing to:
- Use natural resources efficiently, optimally and prevent pollution to the environment;
  - Reduce our carbon footprint and be energy efficient in all of our operations;
  - Handle and where possible minimise, our waste and effluent in a safe and efficient manner;
  - Encourage a consistent practices of reuse, recycle, remanufacture and recover of products.

## SOCIAL



### HUMAN RIGHTS AND WORKPLACE

- Adhere to labour standards including but not limited to freedom of association and recognition of the right to collective bargaining, strict prohibition of all forms of forced and child labour and the elimination of direct or indirect discrimination with respect to employment and occupation;
- Manage employees' welfare and well-being and promote workplace diversity.

### COMMUNITY DEVELOPMENT AND SOCIAL IMPACT

- Contribute towards the welfare of the community in which the Group operates in;
- Shape a healthy, resilient and sustainable community by supporting charitable causes and community development initiatives.

In upholding our commitment, the Group is committed to conduct business responsibly through the integration of Economic, Environmental and Social considerations, creating goodwill, trust and long-term values throughout our business processes.