



## **IQ GROUP HOLDINGS BERHAD**

(Company No. 636944-U)

(Incorporated in Malaysia under the Companies Act, 1965)

### **SUSTAINABILITY POLICY**

#### **1. Objective**

The Board acknowledges that a company will be judged not solely on its financial performance, but increasing on its wider impact and role within society.

As such, the Company is committed to promoting sustainability and continually integrates it into our working environment and business processes. We are committed to accountability and transparency in our sustainability performance, which is based upon the following principles:

- To observe and comply with all relevant legislation, regulations and code of practice;
- To consider sustainability issues and integrate these considerations into our business decisions;
- To promote and ensure all employees are aware of, and are committed to, implementing and measuring sustainability activities as part of the Group's strategy, taking into consideration environment, social and governance aspects; and
- To strive to improve our sustainability performance.

#### **2. Environment**

The Group adopted the following Environment Policy:

*The Group acknowledges responsibility for care of the environment.*

*The Group considers safety and environmental factors in all operating decisions and explores feasible opportunities to minimize any adverse impact from manufacturing operations, waste disposal, product design and packaging.*

*To ensure best practice at all times, the Group measures environmental performance through regular assessments with internal guidelines and procedures, and external regulations.*

*Overall responsibility for the company's Environmental Policy lies with the Group Managing Director/ Chief Executive Officer.*

### **3. Social**

The Group adopted the following Health & Safety Policy:

*As an employer, the Group recognises and accepts its responsibilities for providing and maintaining a safe and healthy workplace for all its employees, contractors and visitors.*

*The Group Managing Director/ Chief Executive Officer has the ultimate responsibility for the health, safety and welfare for all employees, contractors and visitors and by delegation through the individual companies' health and safety structure, to provide a safe working environment.*

*The Statement of Safety Policy is brought to the attention of all employees and it is a condition of employment, to cooperate fully in attaining high safety standards and conforming with all procedures laid down to prevent injury to oneself and others and to avoid damage to property.*

*Information on safety matters is communicated through various Health & Safety Committees, Safety Representatives, notice boards and regular management briefings.*

### **4. Governance**

The Group believes that good governance is more than just a pursuit towards complying with all the prescripts. Good governance practices, as follows, translate into better business performance and create a more sustainable value for the Group:

- Adhering to the requirements of all laws and regulatory requirements, standards, and industry's best practices;
- Adopting high ethical values and enforcing this through our Ethical Policy;
- Establishing robust policies and procedures to ensure the adequacy and integrity of the Group's internal control and management information systems;
- Establishing robust business resumption plan to ensure continuity of business in the event of disaster.

### **5. Policy Governance**

The policy shall be made available to the website of the Company and will be reviewed periodically by the Board.

Each business unit is expected to incorporate sustainability objectives in their strategies and to continually improve their performance in this area.