



Kelington Group Berhad
[Company No. 199901026486 (501386-P)]

RESPONSIBLE SUPPLY CHAIN POLICY

1. INTRODUCTION

Kelington Group Berhad (KGB) strives to meet high governance, social, environmental, health and safety standards throughout its operations as well as in all our interactions with our stakeholders.

2. OBJECTIVE

This Responsible Supply Chain Policy (“Policy”) aims to outline KGB's values and principles to its suppliers, contractors and service providers in order to maintain a responsible supply chain governed by good ethics, respect of human and social rights, health and safe working mentality, sound environmental practices and strict adherence to local laws and regulations.

3. PRINCIPLES

3.1 Ethics & Corporate Governance

KGB upholds the trust and fairness principles in our business dealing with our stakeholders and believes this will enable long term and mutually beneficial relationships among us.

3.1.1 Fair treatment

KGB will adopt a fair and non-discriminatory approach when choosing its suppliers, contractors and service providers. We believe in competition will help to improve efficiency and value-adding in the long run.

3.1.2 Anti-bribery and corruption

KGB has in place an Anti-Bribery and Corruption Policy and will comply with all relevant anti-bribery and corruption laws, rules and regulations of the local governments where we operate. KGB will take all reasonable and relevant measures to ensure that our businesses do not participate in any form of corrupt activities for its own advantage or benefit.

3.2. Environment

KGB is mindful of the potential environmental impacts caused by our business activities and will ensure strict compliance to all local environmental regulations at all times to minimize the impacts. We stress our commitment to protect the environment via our Environmental Policy, especially in the area of Energy and Water Use, Pollution and Climate Change, Waste Reduction and Resource Optimization, and Biodiversity. KGB expects our suppliers, contractors and service providers to follow the same principles during their interactions with the environment by complying to all the relevant environmental legislation adopting best practices wherever applicable.

3.3. Health and Safety

KGB's commitment of preventing accidents and occupational illness is outlined in our Safety and Health Policy. We aim to provide safe and healthy working conditions to all our employees and stakeholders at all time. Training and information sharing are conducted to increase awareness and participation at all levels. KGB expects our suppliers, contractors and service providers to implement the necessary measures at the workplaces to reduce the potential safety and health risks and hazards.

3.4 Human Rights and Labor

KGB's commitment on Human Rights is outlined in our Human Rights Policy. We will comply to all the applicable labor laws, rules and regulations in the countries where we operate. We expect our suppliers, contractors and service providers to follow the same principles as stated below.

3.4.1 Respect for diversity and non-discrimination

KGB expects our suppliers, contractors and service providers to respect diversity and maintain an open and inclusive workplace. They need to uphold the principles whereby every individual should be given Equal Opportunity, regardless of his/her age, gender, religion, nationality and ethnicity.

3.4.2 Prevention of child and forced labor

KGB commits to the principle of not using any child and forced labor. We expect our suppliers, contractors and service providers not to employ any person below the age of 18 and who has not offered himself/herself voluntarily for the work or service.

3.4.3 Employment of locals and respect for right to minimum wage

KGB endeavors to use the local companies and workers at where we operate. When foreign labor is unavoidable, the relevant suppliers, contractors and service providers shall comply to the laws applicable to the employment and deployment of the foreign labor. We also expect our suppliers, contractors and service providers to meet the legally mandated minimum wage set by the local governments without any unauthorized deductions.

4. COMMUNICATION OF THE POLICY

This policy will be communicated all to relevant parties via letters, emails, briefing, training and other applicable form of communications.