



IGB BERHAD

200001013196 (515802-U)

GROUP SUSTAINABILITY POLICY

30 August 2023

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1. Purpose

- 1.1 The purpose of this Policy is to establish the objectives and guidelines for IGB Berhad (“IGB”) and its subsidiary companies (collectively referred to as the “IGB Group” or “Group”) with regards to sustainability matters.
- 1.2 IGB Group is strongly committed in creating long-term value for the business, shareholders and stakeholders via conducting business responsibly through the integration of Environmental, Social and Governance (“ESG”) considerations throughout its business processes.

2. Scope

- 2.1 This Policy applies at Group level, and is mandatory for adoption by all of the subsidiary companies of IGB Berhad. This Policy may be supplemented by IGB Group’s other relevant codes and policies developed at the various level of operations within IGB Group. If the Policy is in conflict with the applicable laws and regulations of a host country, the Group shall comply with the laws or regulations of the host country.
- 2.2 The Group’s sustainability strategies revolve around the following:
 - Ethics-Driven Performance
 - Responsible Supply Chain
 - Safeguarding the Environment
 - Positive Community Impact

3. Sustainability Governance

- 3.1 The Board of Directors (Board) holds ultimate responsibility for the Group’s strategic direction on sustainability.
- 3.2 The Board is supported by the Investment and Risk Committee (IRC) which is responsible for reviewing, monitoring and recommending the Group’s management of material sustainability matters including but not limited to sustainability strategies, priorities, and targets and performance, progress and scorecard to the Board.
- 3.3 The IRC is supported by the Group CEO (GCEO) and the Deputy Group CEO (DGCEO) who report to the IRC on sustainability matters.

- 3.4 The Sustainability Officer and the Group Strategy, Risk & Sustainability division assists GCEO and DGCEO to ensure effective communication and integration of sustainability strategies and initiatives into the operations of the Group.
- 3.5 Business Units are responsible for implementation of sustainability strategies and initiatives into their operations including managing sustainability related risks and opportunities.

4. Statement of Commitment

- 4.1 In the pursuit of sustainable development, IGB Group commits to take responsible actions in the following areas in a timely manner:
 - A. Business Responsibility
 - B. Environmental Responsibility
 - C. Social Responsibility

5. Business Responsibility

- 5.1 The Group acknowledges its responsibility to ensure economic interest of all relevant stakeholders are preserved in all significant business operations and strategic business decisions.
- 5.2 The Group adopts high ethical values and ensure these practices are upheld across its business through the code of ethics and policies in place.
- 5.3 The Group at all times adheres to the requirements of all laws and regulatory requirements, standards, and best practices to which the Group subscribes and establishes.
- 5.4 The Group is committed to ensuring the privacy and security of all data entrusted to us by way of collecting and processing data in accordance with applicable laws and regulations as well as employing rigorous measures to safeguard all data against unauthorised access, disclosure, alteration or destruction.
- 5.5 The Group is committed to integrating sustainability considerations into our procurement activities to uphold positive environmental and social impact in our business operations.

6. Environmental Responsibility

- 6.1 The Group is committed to complying with all guidelines and regulations relating to the preservation of environmental aspects in relevant jurisdictions where the Group is operating.
- 6.2 The Group is committed to practicing environmental sustainability as a continuous process in its operations.

Water Management

- 6.3 The Group is committed to conserve the consumption of water in its business operations.

Waste Management

- 6.4 The Group is committed to managing waste in accordance with applicable regulatory requirements and other commitments made by the Group.
- 6.5 The Group is committed to reduce, reuse, recycle or dispose waste in an environmentally responsible way.

Energy Management

- 6.6 The Group is committed to energy conservation and improvements in energy efficiency to reduce environmental impact arising from generation of energy.

7. Social Responsibility

Diversity & Inclusion

- 7.1 The Group is an equal opportunity employer.
- 7.2 The Group is committed to ensuring no form of discrimination against its employees on the basis of age, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make its employees unique.

Human Rights

- 7.3 The Group is committed to operating in full compliance with applicable wage, work hours, overtime and benefits laws, and strives to keep overtime work on a strictly necessary basis only.
- 7.4 The Group shall not tolerate any form of harassment and abuse including physical, sexual, psychological or verbal.
- 7.5 The Group is committed to ensuring that no children are employed directly by the Group or its contractors. The minimum age for employment shall be as stipulated by the Children and Young Persons (Employment) Act 1966.
- 7.6 The Group is committed to ensuring that there shall be no use of forced, including prison labour, indentured labour, bonded labour or other forms of forced labour, and that its operations are free from human trafficking and modern slavery.
- 7.7 The Group recognises and respects the legal and customary rights of local communities and indigenous people, as well as the need to protect the basic human rights of marginalised groups, including refugees.

Health and Safety

- 7.8 The Group is committed to providing a safe and healthy environment for both workforce and public to prevent accidents and injuries to health arising out of, linked with, or occurring in the course of work or as a result of the operation of the Group's facilities.

Human Development

- 7.9 The Group is committed to providing a positive environment with easy access to opportunities for upskilling to enable employees to further develop their professional and personal skills.

This Policy was approved by the Board of Directors of IGB Berhad on 30 August 2023.