



PRESS METAL ALUMINIUM HOLDINGS BERHAD

Registration No. 201601027232 (1198171-H)

SUSTAINABILITY POLICY

Abbreviation	Meaning
Board	: The Board of Directors of the Company
Director	: Includes all independent and non-independent directors, executive and non-executive directors of the Group and shall also include alternate or substitute directors.
Employees	: All individuals directly contracted to the Group on an employment basis, including permanent and temporary employees excluding Directors and Management.
Group	: The Company and its subsidiaries, collectively.
PMAH or the Company	: Press Metal Aluminium Holdings Berhad (Registration No. 201601027232 (1198171-H)).
Subsidiary	: A corporation in which the Company controls the composition of the board of directors, controls more than half of the voting power or holds more than half of the issued share capital excluding preference shares.

1. Introduction

This policy is intended to address the Group.

The Group recognises the importance of sustainability and its increasing to the organization and its stakeholders. The Group is committed to understanding and implementing sustainable practices to meet its goals while achieving right balance of the needs of the wider community, the requirements of shareholders and stakeholders as well as economic success.

2. Objectives

The main objective of the policy is to establish guidelines on Group's sustainability activities and how these activities are to be conducted. The work should contribute to sustainable development and be an integral and natural part of our entire business operation, which is built on participation and engagement.

3. Social Sustainability

The Group endeavours to enriching the infrastructure of sustainable society that promotes wellbeing, by understanding needs of the employees and communities and work to foster healthy and liveable communities.

- (a) Providing a secure and safe workplace for all employees;
- (b) Promoting safety and well-being amongst all employees;
- (c) Upholding fundamental human rights of our employees, those in our value chain, and the communities in which we operate;
- (d) Strictly oppose child labour and forced labour;
- (e) Promoting racial harmony and prevent discrimination;
- (f) Ensuring a diverse workforce and providing equal opportunity;
- (g) Preventing sexual harassment and other forms of violence;
- (h) Encouraging employees to further develop their professional and personal skills;
- (i) Supporting and encourage community development;
- (j) Actively encourage our people to get involved in the charity work;
- (k) Upkeeping healthy public perception and positive experience of the Group;
- (l) Responding in a professional and timely manner to public enquiries;
- (m) Ensuring responsible and ethical sourcing and marketing;

4. Environmental Sustainability

The Group persists in operating in an eco-friendly manner with the aim to consume material responsibly, minimise environmental footprint and preserve liveable environment condition.

- (a) Complying with environmental regulatory and legal requirements;
- (b) Mitigating and minimising the impact of climate change;
- (c) Minimising greenhouse footprint throughout the Group's operations, and logistics.
- (d) Minimising the level of pollutants from daily business operations;
- (e) Pursue and encourage the use of renewable resources;
- (f) Reducing consumption of non-renewable, non-recyclable materials;
- (g) Reducing waste in our operations and responsibly handling the waste that we produce.

5. Governance Sustainability

The Group strives to strengthening trustworthiness of stakeholders as well as structuring an avenue for continuous operations and developments by permeating good governance practice throughout of our operations.

- (a) Ensuring governance sustainability forms an integral part of the Strategic Planning;
- (b) Embedding sustainability through regular updates of strategies, policies, procedures and provide relevant training;
- (c) Continuously improve and establish appropriate governance structures and processes;
- (d) Assessing the impacts and outcomes of sustainability;
- (e) Strategizing for long term human capital and financial resources; and
- (f) Complying with applicable regulations and legal requirements.

6. Reports and Disclosures

The Company will set short and long-term targets for sustainability efforts. The targets must be measured by metrics for measurement, tracking and reporting. The Company will integrate the metrics into the Group's performance management as part of the sustainability strategy.

7. Periodic Review

This policy shall be reviewed periodically by the Company.

This policy was first adopted by the Board on 10 July 2017. The first review was on 26 February 2019. The Board subsequently reviewed and approved this policy on 26 November 2020.