



**PCCS GROUP BERHAD**

(Registration No. 199301026191 (280929-K))

(Incorporated in Malaysia)

# **Sustainability Policy**



## **Our Aim**

PCCS Group Berhad and its subsidiaries (“PCCS” or the “Group”) are dedicated to building a sustainable future by effectively managing risks and opportunities while integrating sustainable practices throughout our operations. Our business practices prioritise creating short-, medium-, and long-term value for the Group and our stakeholders. We strive to minimise any negative impacts on governance, the economy, the environment, and society that may arise from our activities. Our commitment to sustainability drives us to continuously seek ways to improve and innovate, with the goal of leaving a positive impact on the world around us.

## **Our Commitments**

### 1. Prioritising Ethical Business

PCCS is committed to sustaining excellence in its everyday operations, creating confidence in the Group’s governance systems and maintaining consumer trust and social license to operate. The Group is committed to upholding the highest levels of integrity, ethical behaviour, and good corporate governance procedures. We achieve this by:

- Upholding the highest standards of ethical business conduct and acting with integrity in everything we do;
- Preventing all forms of bribery and corruption across the Group;
- Complying fully with all regulatory and legal requirements that PCCS subscribes to across the markets we operate in; and
- Strengthening the bond between the Group and our stakeholders through regular engagement activities.

### 2. Maintaining Environmental Responsibility

PCCS recognises the importance of environmental responsibility and is committed to minimising our impact on the environment. As part of our commitment to environmental sustainability, we also prioritise climate-related disclosures in our operations through:

- Optimising our business activities to minimise unnecessary resource consumption;
- Enforcing proper waste management practices across our operations to minimise adverse impacts on the environment and surrounding communities;
- Implementing initiatives to limit our contribution to climate change and anthropogenic greenhouse gas emissions;
- Procuring products and supplies that are environmentally friendly in order to minimise the Group’s environmental impact; and
- Incorporating monitoring systems to identify climate-related risks and consequently evaluate and improve our environmental performance to build climate resilience across our operations.



### 3. Fostering Social Stability

PCCS acknowledges the importance of fostering social stability and is committed to creating a positive impact in the communities where we operate. We are committed to creating a positive impact by prioritising the well-being of our employees, customers, and society at large. We fulfil this commitment by:

- Manufacturing quality products that sustain customer satisfaction and support long-term value creation;
- Fostering a safe workplace for our employees through the implementation of health and safety best practices across our factories and offices;
- Respecting and protecting employee rights, and providing equal opportunity to all;
- Allocating resources and organising capacity building programmes to support employee development and growth;
- Protecting customer data and privacy against unauthorised access and use;
- Supporting local economic growth by providing business opportunities to local enterprises to the greatest extent possible; and
- Incorporating the latest technological innovations to enhance production efficiency.

## **Review and Management**

The Sustainability Policy falls under the purview of the PCCS' Board of Directors, who will have the responsibility of regularly reviewing the policy to ensure that it stays up-to-date with the latest industry and sustainability standards.

All PCCS employees shall adhere to and comply with this policy during their tenure with the Group.

**The Sustainability Policy has been reviewed and approved by the Board of Directors for adoption with effect from 31 March 2021**

### History of the Sustainability Policy

Date	Description
31 March 2021	Establishment
31 March 2023	Revision