



HCK CAPITAL GROUP BERHAD (484964-H)

SUSTAINABILITY POLICY

1. Introduction

In line with good corporate governance practices the Company adopted a Sustainability Policy to address matters relevant to the Company and its subsidiaries (“the Group”) conducting itself in an ethical and sustainable manner.

Sustainability encompasses all aspects of ethical business practices, addressing relevant Environment, Social and Governance (ESG) issues responsibly and profitably.

The Group recognise the importance of sustainability and its increasing relevant impact to the business. The Group is committed to understanding and implementing sustainable practices and to exploring the benefits to the business whilst attempting to achieve the right balance between the needs of the wider community, the requirements of shareholders and stakeholders and economic success.

2. Objectives

This policy aims to:

- 2.1. Endeavour to integrate the principles of sustainability into the Group’s strategies, policies and procedures;
- 2.2. Promote sustainable practices;
- 2.3. Comply with all applicable legislation, regulations and codes of practice;
- 2.4. Ensure that the Board and senior management are involved in implementation of this policy and review the sustainability performance; and
- 2.5. Create a culture of sustainability within the Group, and the community, with an emphasis on integrating the environmental, social and governance considerations into decision making and the delivery of outcomes.

3. Social Sustainability

Social sustainability is focused on the development of programs and processes that promote social interaction and cultural enrichment. It emphasizes protecting the vulnerable, respecting social diversity and ensuring that the Group put priority on social capital.

- 3.1. To maintain a safe and healthy workforce;
- 3.2. To recruit and retain high potential and high performing employees;
- 3.3. To use training and development as a strategic investment and a way of shaping culture and behaviour in the Group;
- 3.4. To enable employees to further develop their professional and personal skills;
- 3.5. To promote safety and well-being amongst all employees;
- 3.6. To provide a safer workplace for all employees;
- 3.7. To promote racial harmony and prevent racial discrimination;
- 3.8. To prevent sexual harassment and other forms of violence against women;
- 3.9. To be recognised as a good corporate citizen;
- 3.10. To align our charitable giving with the Group's activities;
- 3.11. To actively encourage our people to get involved in charity work;
- 3.12. To respond in a professional and timely manner to public enquiries; and
- 3.13. To support and encourage community development.

4. Environmental Sustainability

The Group is committed to identify, manage and minimise the environmental impact of business operations in compliance with local environmental regulatory and legal requirements.

- 4.1 To reduce carbon footprint and greenhouse emissions;
- 4.2 To be more efficient in use of energy and water as precious resources and to reduce wider environmental impacts associated with the use;
- 4.3 To be more efficient in use of resources like paper, office consumables and other resources in the Group's business operations and other activities; and
- 4.4 To practice Reduce, Reuse and Recycle in daily consumption of resources whenever possible.

5. Governance Sustainability

Governance sustainability is becoming more essential in gaining the confidence of investors, other stakeholders and the public. The Group recognises the importance of governance sustainability and incorporating it into all functions and processes which include strategic planning, accountability, sustainable planning and development.

- 5.1. To ensure sustainability forms an integral part of the strategic planning;
- 5.2. To enhance sustainability through regular updates of strategies, policies, procedures and provide relevant training;
- 5.3. To establish and continue to improve appropriate governance structures and processes; and
- 5.4. To plan for long term resources including human and financial.

6. Review

This policy shall be reviewed periodically by the Board in accordance with the needs of the Company.