

# ROHAS TECNIC BERHAD

## SUSTAINABILITY POLICY

Rohas Tecnic Berhad and its Group of Companies ("RTB Group") are committed to operate our business in a sustainable manner across our value chain. We recognize our responsibility to drive sustainable development and be a positive force for the environment, society, and the economy. This sustainability policy outlines RTB Group's commitment towards achieving sustainable development in all aspect of our business.

### **This policy aims to:**

- Integrate the principles of sustainability into the Group's strategies, policies and procedures;
- Promote sustainable practices;
- 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.

### **Scope:**

This Sustainability Policy and its implementation applies to the entire RTB Group and its stakeholders

### **Sustainability Governance:**

The Board of Directors assumes a pivotal role in establishing the organization's sustainability strategy and goals, whereas the Management Team assumes the responsibility of incorporating sustainability considerations into the strategic planning processes and executing the established sustainability strategy by converting it into practical initiatives and projects.

### **Principles:**

We are guided by the following principles:

1.0 RTB Group commits to align with the United Nation's Sustainable Development Goals (UN SDG) which is the blueprint to achieve a better and more sustainable future for all.

2.0 RTB Group commits to align with the Paris Climate Agreement. The Paris Agreement sets a long-term goal of substantially reduce global greenhouse gas emissions to limit the global temperature increase in this century to 2 degrees Celsius while pursuing efforts to limit the increase even further to 1.5 degrees.

3.0 Our respect for the rights of our workforce and those within the communities where we operate is embedded throughout our corporate policies, practices and expectations which reflects our commitment towards United Nations Universal Declaration of Human Rights and International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO Declaration), including:

- Freedom of association and effective recognition of the right to collective bargaining.
- Elimination of all forms of forced or compulsory labour.
- Effective abolition of child labour.
- Elimination of discrimination in respect of employment and occupation.
- Provide a safe and healthy working environment.

Other policies that support RTB Group's values and commitment to human rights include whistleblower policy, sexual harassment and grievance handling procedures.

4.0 Compliance and Legal Obligations: RTB Group will adhere to all applicable laws, regulations, and industry standards related to sustainability and corporate responsibility. We will regularly assess and review our compliance practices to ensure continual improvement.

5.0 Ethical Business Practices: RTB Group will uphold high ethical standards in all aspects of our operations, including fair competition, anti-corruption measures, and responsible business conduct. We will establish robust internal controls and encourage a culture of integrity.

**Continuous Improvement:**

RTB Group will continuously assess and improve its sustainability performance and its sustainability materiality.

**Reports and Disclosures:**

RTB Group will publish a balanced, comparable, and meaningful reporting. The Group will produce voluntary and involuntary reports on a periodic basis and disclose it accordingly.

