



SUPPLIER CODE OF CONDUCT AND ETHICS

1. Introduction

Eastern & Oriental Berhad (“the Company”) and its subsidiaries (“the Group”) have adopted the Supplier Code of Conduct and Ethics (“Supplier Code”). This code sets expectations for suppliers, contractors, and sub-contractors (“the Supplier”) regarding environmental, social, and governance standards when providing goods and services to the Group.

2. Compliance and Ethics

- 2.1 Comply with all relevant laws, including the Anti-Money Laundering and Anti-Terrorism Financing Act 2001.
- 2.2 Adhere to the Group’s Anti-Corruption Policy and avoid any acts that could be considered bribery under the Malaysian Anti-Corruption Commission Act 2009 (and its amendments in 2018).

3. Human Rights

- 3.1 Acknowledge and uphold basic human rights, including local minimum wage policy and adhere to relevant internationally recognised human rights standards.
- 3.2 Maintain a non-discriminatory environment for all employees, regardless of race, religion, gender, age, social status, disability, or nationality.
- 3.3 Prohibit any form of child labour or forced labour in business operations.
- 3.4 Respect employees’ right to collective bargaining and freedom of association for a decent work environment.
- 3.5 Prevent support any form of harassment or act of violence in the work environment.

4. Safety and Health

- 4.1 Comply with all laws and regulations of occupational safety and health in the respective country of operation.
- 4.2 Prioritize providing a safe and healthy work environment, including regular risk assessments, employee training, and appropriate safety measures.

5. Environment

- 5.1 Comply with all applicable environmental laws and regulations set by local authorities.
- 5.2 Prioritize reducing environmental impacts, including pollution, energy, water, resource use, and greenhouse gas emissions, through practical and effective management practices.
- 5.3 Reduce or mitigate negative impacts on biodiversity and climate change from operations.
- 5.4 Reduce or mitigate both hazardous and non-hazardous waste and ensure proper disposal in accordance with regulatory requirements.
- 5.5 Support the global initiatives to combat climate change by adoption of international recommendations on emission reporting, impact reduction and goal setting, where relevant.