



JAKS Resources Berhad
585648-T

SUSTAINABILITY POLICY

Introduction

JAKS Resources Berhad and its subsidiaries (local and overseas) (“JAKS or “the Group”) are committed to promote sustainability and continually embed the integration of sustainability practices into our organisation and align to JAKS’s vision and mission.

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

Objectives

The Policy aims to achieve the following objectives:

1. Endeavour to integrate the principles of sustainability into the Group’s strategies, policies and procedures;
2. Develop and promote sustainable practices within the EES framework;
3. Ensure that the Board and operational management are involved in implementation of this policy and review the sustainability performance; and
4. 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.

Economic

The Group will continue to provide highly reliable and cost-efficient services to our customers, without compromising in quality and safety. Through upholding highest business integrity and ethics, it would create long-term sustainable economic value for its stakeholders.

Environmental

The Group is committed to identify, manage and minimise the environmental impact of business operations. These include, but not limited to the following:

1. To reduce consumption of non-renewable, non-recycled materials;
2. To pursue and encourage the use of renewable resources;
3. To minimise the level of pollutants generated and the overall level of its carbon footprint entering into the air and water from daily business operations;
4. To comply with environmental regulatory and legal requirements;
5. To create an ever-increasing awareness of this policy within the Group and stakeholders.

Social

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.

1. To maintain a safe and healthy workforce;

2. To recruit and retain potential and performing employees;
3. To use training and development as a strategic investment and a way of shaping culture and behaviour in the Group;
4. To enable employees to further develop their professional and personal skills;
5. To promote racial harmony and prevent racial discrimination;
6. To prevent sexual harassment and other forms of violence against women;
7. To be recognised as a good corporate citizen;
8. To align our charitable giving with the Group's activities;
9. To actively encourage our people to get involved in the charity work

The Company will a set of long term and short term targets for our sustainability efforts. The targets must be along with metrics for measurement, tracking and reporting. The Company will integrate the metrics into the Company's performance management as part of the sustainability strategy.

The Company will compile reports on sustainability performance on a periodic basis.

This policy shall be reviewed annually by the Company.

DATE December 2019