

ECOSCIENCE INTERNATIONAL BERHAD

(Registration No.: 202001024633 (1380953-M))

(Incorporated in Malaysia)

CODE OF CONDUCT

1. POLICY

In general, the Company practices strict commitment to high standards of legal compliance as well as business ethics and expects all employees to adhere to these standards.

2. SCOPE

This policy and procedure apply to all staff to take personal responsibility for complying with all

- Applicable laws
- Fundamental international standards and
- Corporate policies and guidelines

3. RESPONSIBILITIES

This document is responsible by Managing Directors, General Manager, Head of Departments, and all employees.

4. PRINCIPLE

The EME's Code of Conduct summarizes important laws and corporate policies that govern the behavior of all Ecoscience employees in their dealings with business partners, office holders, other employees and society.

Every EME employees are to be ensure fully understand the standards of Code of Conduct as well as the respective local laws and corporate guidelines, and always abide by them and attend all mandatory training sessions if any. Violations of the law by just one employee can seriously harm our company's reputation and inflict considerable damage, including financial damage. Our company does not tolerate infringements and will not protect those responsible for sanctions imposed by the authorities. Violation of laws, international standards and internal rules may result in disciplinary action, including termination of employment, and may be subject to civil or criminal action.

In almost all cases, breaches of the law can be avoided by timely advice. If you have doubts about the legal or ethical implications of your own conduct or questions about what is required, you are requested to seek advice or assistance from your manager, the relevant department (e.g. human resources, legal or finance department). You must also report any suspected or actual violation of law or company policy. All cases reported will be thoroughly investigated and are handled as confidentially as possible.

5. DETAILS OF CODE OF CONDUCT

5.1 HUMAN RIGHTS, LABOR, SOCIAL STANDARDS

Ecoscience seeks to ensure that the conduct of all Ecoscience employees is consistent with internationally agreed-upon standards of human rights as well as core labour and social standards. Ecoscience is firmly committed to equal employment opportunities and to compliance with all applicable laws that particularly prohibit employment discrimination on the basis of age, race, colour, sex, sexual orientation, national origin, religion or disability. This policy applies to all employment decisions, including recruiting, hiring, training, job rotations, promotions, pay practices, benefits, disciplinary actions and terminations. Ecoscience also strictly prohibits sexual harassment and other workplace harassment.

5.2 PROTECTION OF ENVIRONMENT, HEALTH AND SAFETY

Compliance with all legislation to protect humans and the environment is one of our basic tenets. This applies to our products as well as to our processes. You are required to deal responsibly with natural resources and to protect the environment in your area of work. Likewise, the health and safety of all humans is of utmost importance to the Company. Each employee is responsible for working safely at all times and must comply with all applicable environmental and occupational health and safety laws and regulations, as well as with the corresponding corporate policies and rules. All managers have the duty to instruct, supervise and support their team in living up to this responsibility. Waste must be disposed of in accordance with legal requirements. If the services of third parties are used for this purpose, it must be ensured that they, too, comply with environmental regulations and our corporate standards.

5.3 ANTITRUST LAWS

Our policy is to promote fair competition. We therefore require all employees to strictly abide by all applicable antitrust laws. Violations are subject to severe sanctions and fines and may lead to the invalidity of the affected agreement. Agreements and concerted practices between competitors (“horizontal agreements”) are prohibited if their objective or effect is to prevent or restrict competition. These comprise, for example, agreements on prices, collusion on tender bids, allocation of customers, terms of sale or procurement, production or sales quotas, or carving up geographical markets. Not only agreements, i.e., express contractual arrangements, but also concerted action resulting from a sequence of unilateral declarations (e.g., announcements of price increases aimed at triggering the same reactions from competitors) are prohibited.

Any direct or indirect exchange of information between competitors (which can include non-exclusive distributors) is prohibited, such as information on customers, pricing, costs, salaries, terms of sale, methods of distribution, market shares, production volumes, bidding or strategies (business and research strategies, for example).

5.4 CORRUPTION

All our business partners, in particular our suppliers, customers, joint venture partners, contractors and distributors, must be dealt with fairly. Our relations with all business partners shall be based solely on objective criteria, in particular quality, reliability, competitive prices, as well as compliance with environmental, social and corporate governance standards. Anti-bribery laws in most countries of the world prohibit bribes to domestic and foreign governmental officials and employees and representatives of domestic and foreign companies in the private sector.

Ecoscience prohibits its employees, agents, and other third parties acting on Ecoscience’s behalf from engaging in any form of bribery. While dealing with business partners or government officials, they must never demand or accept anything of value (e.g. cash, gifts, entertainment or any other personal benefits) which could be construed as an attempt to influence or induce business decisions. Likewise, employees of other companies or government officials must never be promised or granted any personal benefits with the intent to obtain or retain business or to gain any improper advantage for Ecoscience.

5.5 GIFTS AND ENTERTAINMENT

Gifts, business meals or entertainment are to be given or accepted only if intended or understood as simple business courtesies which are consistent with customary business practices and which from the outset rule out any influence on a business decision or an official decree. This also applies to gifts, meals or entertainment given or accepted in the course of professional business events or conferences. If inappropriate gifts cannot be tactfully refused, they should be accepted. In that case, the manager must be informed thereof and shall decide on the further treatment (e.g., a donation to charity).

5.6 CONFLICT OF INTEREST

You are expected to act in the best interests of our company and to safeguard its reputation by avoiding conflicts of interest. Personal relationships or interests must not affect business activities. This means that you must not create or maintain personal interests, which may pose, or appear to pose, a conflict with the interests of Ecoscience or which might influence, or appear to influence, your judgment in the performance of your duties.

5.7 INFORMATION PROTECTION AND INSIDER TRADING LAWS

Any non-public information about Ecoscience that, if disclosed, would be detrimental to the company, or would give someone an unfair business or personal advantage, is confidential property of the company. Inventions, patents and expertise are particularly important for the long-term success of Ecoscience. You must always keep confidential information secret and protected against unauthorized access by third parties. You must also not exploit your knowledge of such information for your personal gain or the benefit of a third party. This also applies to confidential information disclosed to you by third parties.

5.8 PROTECTION OF DATA PRIVACY

Ecoscience is committed to respecting the privacy and integrity of its employees and its business partners. We adhere to strict standards when processing our employees' personal information and our business partners' data. All personal data collected and held by Ecoscience will be processed fairly, transparently, carefully and in compliance with the locally applicable data privacy laws.

5.9 IMPORTS AND EXPORTS

Various national and international trade laws restrict or prohibit the import and export of products or services that EME sells. These restrictions are based not only on the nature of the product, but also on the country of origin or destination and, sometimes, even on the identity of the customer (embargo).

5.10 PROTECTION OF COMPANY PROPERTY AND PROPERTY OF BUSINESS PARTNERS

You are required to handle company property in a responsible manner and to protect Ecoscience assets against loss, damage, theft, abuse and unauthorized use. Company property also includes intangible assets such as proprietary knowledge, intellectual property rights and copyrighted material.

5.11 MONEY LAUNDERING

Money laundering means the introduction of assets (not only cash) originating from criminal offences into the regular financial and economic cycle. Money laundering is a criminal offence in Malaysia.

5.12 AMENDMENTS TO THE CODE OF CONDUCT

Ecoscience's Board of Directors is responsible for approving and issuing the Code of Conduct.

This Code of Conduct is adopted on 1st July 2020