

## **Sustainability Policy**

Microlink Solutions Berhad (“MSB”) believes that sustainable corporate success requires the highest standard of corporate behaviour including measuring up to public expectations on environmental and social responsibilities. Good corporate governance through practising accountability, honesty, transparency coupled with effective adoption of corporate social responsibility (“CSR”) will ensure the Group’s sustainability in the competitive corporate world and have a positive influence on the Group’s business strategy and performance in the short-term and long-term. The Group emphasises CSR on four (4) focal areas, namely the workplace, the community, the environment and the marketplace. Our sustainability strategy aims to deliver lasting value for our shareholders and stakeholders.

### **Our Approach**

#### **1. The Workplace**

We :

- ensure a healthy and safe working environment in all our business operations
- provide relevant training, seminars etc. to upgrade our employees in terms of their technical skills and personal growth
- provide a work environment built on mutual respect and understanding, regardless of race and religion
- reward our staff fairly for their good performance and long service

#### **2. The Community**

We :

- respond to their feedback on any issues on a timely basis
- maintain good relations with local communities by supporting local community activities
- offer employment opportunities to all sectors of the community through non-discriminatory policies

#### **3. The Environment**

We will exercise schemes related to environmental issues in accordance with the legislation and law of Malaysia and the countries in which we operate. We minimise negative environmental impacts and encourage environmental conservation through the following means:

- we comply strictly with legal environmental requirements in all the countries in which we operate;
- we promote environmental awareness amongst our staff and the public through recycling activities; and
- we provide the necessary training to our employees.

#### **4. The Marketplace**

We endeavour to make the most of the opportunities offered by our technologies to help achieve a more inclusive information society. We are devoted to be an active community player and to involve suppliers and business partners in its sustainability approach.

We have zero tolerance for fraud and unethical practices and conduct in all its business dealings with our stakeholders and within the Group. This culture of ethical business ethics is proactively managed at all levels.

To live out this commitment, we have implemented a compliance and ethics programme, namely, a framework of internal controls, processes and principles that work together to provide reasonable assurance of the Group's compliance to regulatory requirements, as well as the Group's corporate policies.