

**WELLCALL HOLDINGS BERHAD (Company No: 707346 – W)**  
**SUSTAINABILITY POLICY**

**1. OBJECTIVE**

The Board of Wellcall Holdings Berhad and its group of companies (“Wellcall” or “the Group”) acknowledges that a company will be judged not solely on its financial performance, but increasing on its wider impact and role within the society. The Malaysia Code on Corporate Governance 2017 recommends that the Board ensures that the Group’s strategies promote sustainability especially in the aspect of economy, environment and social.

As such, Wellcall is committed to promoting sustainability and continuously integrates it into its working environment and business processes. The Group is committed to be accountable and transparent in its sustainability performance, which is based upon the following principles:

- To observe and comply with all relevant legislation, regulations and code of practice applicable and relevant to the Group;
- To consider sustainability issues and integrate these considerations into the Group when making business decisions;
- To promote and ensure all employees are aware of, and are committed to, implementing and measuring sustainability activities as part of the Group’s strategy, taking into consideration economy, environment, social and governance aspects; and
- To strive to improve the Group’s sustainability performance.

## **2. ECONOMIC**

The Group adopts the following Economic principles:

- The Group acknowledges responsible for protecting its shareholders interest and maximising returns to shareholders investment;
- The Group seeks run its operations efficiently and mitigate wastages within its operational and manufacturing segments and explore feasible opportunities to minimize any adverse financial impact arising from manufacturing operations such as waste disposal;
- The ensure best practices at all times, the Group measures economic performance through regular assessments with internal guidelines and procedures, and external regulations;
- The overall responsibility for the Group's economic policy lies with the Group's Managing Director.

## **3. ENVIRONMENT**

The Group adopts the following Environment principles:

- The Group acknowledges responsible for the care of the environment;
- The Group considers safety and environmental factors in all operating decisions and explore feasible opportunities to minimize any adverse impact from manufacturing operations waste disposal product design and packaging;
- The ensure best practices at all times, the Group measures environmental performance through regular assessments with internal guidelines and procedures, and external regulations;
- The overall responsibility for the Group's environment policy lies with the Group's Managing Director.

### **3. SOCIAL**

The Group adopts the following Health and Safety principles:

- As an employee, the Group recognises and accepts its responsibilities for providing and maintaining a safe and healthy workplace for all its employees, , contractors and visitors;
- The Group Managing Director has the ultimate responsibility for the health, safety and welfare for all employees, contractors and visitors and by delegation through the individual companies' health and safety structure, to provide its safe working environment;
- The Statement of Safety Policy is brought to the attention of all employees and it is a condition of employment to cooperate fully in attaining and conforming with all procedures laid down to prevent others and to avoid damage to property;
- Information on safety matters is communicated through various Health and Safety Committees, Safety Officers, notice boards and regular management meeting.

### **4. GOVERNANCE**

The Group believes that good governance is more than just a pursuit towards complying with all relevant legislation, regulations and code of practice applicable and relevant to the Group. Good governance practices translate into better business performance and create a more sustainable value to the Group:

- Adhering to the requirements of all laws and regulatory requirements, standards and industry best practices;
- Adopting high ethical values and enforcing this through Ethical Policy;
- Establishing robust policies and procedures to ensure the adequacy and integrity of the Group's internal control and management information systems;
- Establishing robust business resumption plan to ensure continuity of business in the event of disaster.

## **5. POLICY GOVERNANCE**

This Sustainability Policy shall be made available to the website of Wellcall and will be reviewed periodically by the Board.

Each business unit or department is expected to incorporate sustainability objectives into their strategies and to continually improve their performance in this area.

## **6. APPROVAL**

On behalf of the Board of Directors

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**(Managing Director)**

**Date: 29 August 2017**