

	K2 BITUMEN SDN BHD	Document No:	ESG/202306/POL/01
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CORPORATE SOCIAL RESPONSIBILITY POLICY

K2 Bitumen Sdn. Bhd. will work to uphold the highest moral and professional standards as a responsible business.

Compliance and Proactivity are the two divisions of our company's social responsibility. Compliance means that our business follows the law and is prepared to uphold social norms. Being proactive entails seizing every chance to advance human rights, support communities, and safeguard the environment.

Compliance

Legality

Our business will:

- o Uphold an open and transparent partnership and collaboration
- o Respect its internal policies
- o Ensure that all business operations are lawful

Business ethics

Integrity and respect for human rights will guide our business decisions at all times.

We'll promote:

- o Safe and ethical business dealings
- o Courteous treatment of our customers
- o Anti-corruption laws, regulations, and practices

Environmental protection

Our company understands the importance of environmental protection. Keeping our environment clean and unpolluted benefits everyone. We will always use best practices when disposing of rubbish and using chemicals. Stewardship will be essential as well.

Protecting people

We will ensure that:

- o We do not endanger the health and safety of the public or of our workers
- o We do not tolerate any sexual harassment in the company
- o We would not be involved in any modern slavery activities
- o We promote diversity and inclusion while avoiding endangering the lives of native and local people
- o Our products are not harmful to our consumers'/users' safety by providing adequate safety information

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Rights of People

Our business is dedicated to upholding human rights;

- o We are committed to treating everyone equally regardless of gender, race or age and will abide by all labor laws.
- o We'll make sure that there will not be any employment of underage or forced labor in our workforce and supply chain and none of our actions violate human rights in any nation, either directly or indirectly.
- o We Support freedom of association, the right of staff to organize collective bargaining in our operations.
- o We commit to abide by the 8 Fundamental Conventions of the International Labor Organization (ILO).

Proactiveness

Contributions and assistance

Our business will set aside funds for charitable contributions.

These donations will go toward;

- o Supporting community activities, education, and the arts.
- o Donating to those in need

Protection of the environment

Beyond what is required by law, our company will take proactive steps to safeguard the environment such as;

- o Recycling activities
- o Energy-saving tips
- o Trips to plant new trees
- o Application of eco-friendly technology

Helping the community

To start and support community investment and educational programs is within the ability of our company. It can support the development of local, national, and international cultural and economic communities.

Learning

Research and development will receive active funding from us. We will be receptive to suggestions and give them careful considerations. The operations of our company will be continually improved. We will gladly take action to enhance our standing as a socially responsible company. This policy will be communicated at all levels of management. Managers are also in charge of resolving any Corporate Social Responsibility (CSR) issues.



Mohamed Nasser Bin Ahmad
Managing Director

