



SUPPLIER CODE OF CONDUCT AND ETHICS

1. Introduction

Eastern & Oriental Berhad (“the Company”) and its subsidiaries (“the Group”) have adopted the Supplier Code of Conduct and Ethics (“Supplier Code”). This code sets expectations for suppliers, contractors, and sub-contractors (“the Supplier”) regarding environmental, social, and governance standards when providing goods and services to the Group.

The Supplier Code is communicated to all of the Group’s suppliers globally to promote awareness and understanding of the standards expected. Going forward, the Group will incorporate the Supplier Code into all new contracts to strengthen alignment. The following outlines the standards established for the Group’s suppliers¹.

2. Compliance and Ethics

- 2.1 Comply with all relevant laws, including the Anti-Money Laundering and Anti-Terrorism Financing Act 2001.
- 2.2 Adhere to the Group’s Anti-Corruption Policy and avoid any acts that could be considered bribery under the Malaysian Anti-Corruption Commission Act 2009 (and its amendments in 2018).

3. Human Rights

- 3.1 Acknowledge and uphold basic human rights, including local minimum wage policy and adhere to relevant internationally recognised human rights standards.
- 3.2 Maintain a non-discriminatory environment for all employees, regardless of race, religion, gender, age, social status, disability, or nationality.
- 3.3 Prohibit any form of child labour or forced labour in business operations.
- 3.4 Respect employees’ right to collective bargaining and freedom of association for a decent work environment, where relevant.
- 3.5 Prevent support any form of harassment or act of violence in the work environment.

4. Safety and Health

- 4.1 Comply with all laws and regulations of occupational safety and health in the respective country of operation.
- 4.2 Prioritize providing a safe and healthy work environment, employee training, and appropriate safety measures.

5. Environment

- 5.1 Comply with all applicable environmental laws and regulations set by local authorities.
- 5.2 The Suppliers are encouraged to reduce environmental impacts, where relevant, including pollution, energy, water, resource use, and greenhouse gas emissions, through practical

¹ The Group communicates these standards to promote responsible business practices. Responsibility for compliance rests with each Supplier. The Group does not assume responsibility for monitoring or verifying individual Supplier performance, except where required by applicable laws or regulations.

and effective management practices.

- 5.3 The Suppliers should strive to reduce negative impacts on biodiversity and climate change from operations, where relevant.
- 5.4 The Suppliers should strive to minimise, where applicable, both hazardous and non-hazardous waste and ensure proper disposal in accordance with regulatory requirements.
- 5.5 The Suppliers are encouraged to support the global initiatives to combat climate change by adoption of international recommendations on emission reporting, impact reduction and goal setting, where relevant.

6. Local Communities

- 6.1 To contribute to the development of the local economy by creating local employment and business opportunities within the local communities of where they operate.
- 6.2 The Suppliers are encouraged to engage with local communities, address community needs and help minimise relevant socio-economic impacts.