

SUSTAINABILITY POLICY



SEALINK INTERNATIONAL BERHAD

REGISTRATION No. 200701042948 (800981-X)

**Revised on
28th February 2023**

Objective of Policy

Sealink International Berhad (the “Company” or “Sealink”) is committed to promoting sustainability in its business operations. The Company’s Sustainability Policy refers to a ‘Statement of Intent’ for the purpose of communicating to employees, customers, vendors and other stakeholders our commitment to promote good sustainability practices.

At Sealink, we are committed to continually improving the integration of sustainability into our working environment and business processes. We are committed to accountability and transparency in our sustainability performance. Our Sustainability Policy is based upon the following principles:

- to observe and comply with all relevant legislations, regulations and guidelines issued by regulators;
- to consider sustainability issues and integrate these considerations into our business decisions;
- to promote and enable all employees to be aware of, and committed to, implementing sustainability activities taking into consideration the environment, social and governance factors; and
- to annually report, review and continuously strive to improve our sustainability performance.

Sustainability Position

To operate on a sustainable basis, we focus our attention on our key impact areas. We employ both corporate strategy and feedback from internal and external stakeholders to define these areas of focus, namely environment, social and governance factors.

Environment

At Sealink, we are committed to identifying, managing and minimizing adverse environmental impact of our business operations through the following initiatives:

- ensuring operations and services are safe for our employees, clients and the environment whilst contributing towards reducing the intensity of greenhouse gas emissions and minimizing pollution of the environment;
- developing innovative and practical solutions to environmental issues with the goal of mitigating or preventing adverse environmental impact arising from our services and processes;
- disclosing to stakeholders the relevant and appropriate fact-based information about Sealink’s services and operations in the realm of its corporate responsibility; and
- establishing and nurturing open, honest and timely communications, and being responsive to concerns.

Social

The Company seeks to protect the lives and health of its employees, including communities that surround its operations; protect its assets and enable continuity of its business in a trustworthy manner in the eyes of the public, based on the following principles:

- encouraging and supporting all employees to actively ensure that the work place is void of any form of harassment and where every employee is treated fairly and with respect;
- nurturing a work environment that helps build a diverse work force which contributes to the highest potential and commits to a harassment-free work environment;
- creating an inspiring workplace, committing to developing our people, regardless of race, religion, class, gender, political affiliations, etc., and giving them the right skills to help deliver our business strategy; and
- engaging with the communities in which we work, committing in making a positive social and economic impact. This also includes managing any possible negative impacts of our business operations and where our operation is at.

Governance

The element of governance is taken into consideration in the running of our business, based on the following principles:

- adhering to all laws and regulatory requirements, standards and guidelines to which the Company subscribes and establishes;
- adopting high ethical values and ensure these practices are upheld across our business through our Code of Conduct/Ethics and employee training programmes;
- having in place robust policies and procedures to ensure the adequacy and integrity of the Company's internal control system and management information systems, including systems for compliance with applicable laws, regulations, rules, directives and guidelines;
- establishing a comprehensive enterprise-wide risk management process, which includes activities to identify, evaluate and manage risks faced by the Company and its subsidiaries in the pursuit of business objectives and strategies; and
- establishing an Investor Relations initiative which allows the Company to effectively communicate with shareholders, prospective investors, stakeholders and the general community, including maintaining a dedicated website which facilitates easy access to corporate information, annual reports, press releases, company announcements and corporate governance related matters affecting the Company.

Measurable Objectives and Reporting

This Policy is embedded into our business practices through a Senior Management Team, comprising the Heads of Department of Sealink ("Heads of Department") and led by Mr Andes Hii as the Designated Personnel. This team, headed by the Chief Executive Officer cum Managing Director shall be accountable for the implementation and monitoring of this Policy.

On an annual basis, the Sustainability Sub-Committee shall discuss with the Chief Executive Officer cum Managing Director the measurable objectives and its progress towards achieving business sustainability

for subsequent endorsement by the Board of Sealink. The Board is at liberty to seek to improve one or more aspects of its sustainability and measure progress accordingly.

Disclosure

Excerpts of the Sustainability Policy shall be disclosed in the corporate governance statement of the Company's Annual Report, including the Corporate Social Responsibility disclosure as stipulated by the Listing Requirements.

Policy Governance

The Policy shall be held in the custody of the Company Secretary and shall be reviewed annually in association with the Chief Executive Officer cum Managing Director and uploaded in the Company's corporate website and other channels, as appropriate.

Any requirement for amendment shall be deliberated and any recommendation for revision shall be highlighted by the Chief Executive Officer cum Managing Director to the Board for approval.

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