



# **TOYO VENTURES HOLDINGS BERHAD**

**202001001322 (1357641-P)  
(Incorporated in Malaysia)**

## **SUSTAINABILITY POLICY**

Toyo Ventures Holdings Berhad ("TVHB" or "the Group") is dedicated to responsible growth and creating a positive, enduring impact. We have developed the TVHB Sustainability Policy ("TVHB-SP") to integrate sustainable practices into our daily operations and decisions and to inspire our stakeholders to do the same. This Policy will guide all TVHB directors and officers. We expect our suppliers and business partners to uphold this Policy in their operations and business transactions.

This Policy complements our existing governance framework, including our Code of Ethics and Conduct, Anti-Bribery and Anti-Corruption ("ABAC") Policy, Whistleblowing Policy, and all relevant laws and regulations. We recognise the importance of maximising our positive impact whilst minimising negative consequences as we strive to achieve the Group's Vision and Mission.

### **VISION**

- To be the preferred working partner in what we do best.
- To be loved for our quality, strong bonds, trustworthiness and the good we bring to the communities we are part of.

### **MISSION**

- To provide our products and services of the highest quality.
- To keep up with the latest advancements and trend and to create value for our stakeholders.
- To recruit, train and develop the best and brightest talents to build the industry.
- To foster a culture of innovation, integrity and social responsibility as we work towards achieving our long-term vision.

### **VALUES**

- Dedication
- Integrity
- Growth
- Teamwork
- Innovation
- Systematic

## **1. SUSTAINABILITY GOVERNANCE**

We are committed to sustainable practices and transparency about our progress in managing the Economic, Environmental, Social and Governance aspects of our organisation. Our operations adhere to the Malaysian Code on Corporate Governance 2021, the Bursa Reporting Framework, and other national and international standards relevant to our business. Our board and key management team are at the forefront of driving our sustainability strategy and making strategic decisions that align with our commitments. This demonstrates our unwavering dedication to sustainability and builds trust with our stakeholders.



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### **Ethics, Integrity, and Accountability**

We conduct all business dealings with the utmost integrity and in full compliance with relevant laws and regulations. We expect the highest ethical behaviour from every individual and entity associated with us, including directors, executives, managers, employees, and external partners.

- Ensure full compliance with all Environmental, Health & Safety, Human Rights, and Labour laws and regulations.
- Comply with all relevant international standards and guidelines for our operations.
- Dedicate tools and resources to monitor stakeholder adherence to the Group's Policies and pertinent laws and regulations.
- Uphold the highest standards of honesty, integrity and transparency in all business dealings.

## **2. ENVIRONMENTAL COMMITMENTS**

The Group recognises our responsibility to safeguard the environment and mitigate the environmental impact of our operations. To this end, we are committed to consistently comply with statutory and regulatory requirements whilst meeting the expectations of our stakeholders. Our operations are optimised to achieve maximum efficiency whilst minimising environmental impact.

In pursuit of these objectives, we have established the following environmental commitments:

- Comply with all applicable environmental laws and regulations.
- Implement strategies that eliminate the use of virgin materials, reduce waste generation, and maximise resource efficiency by practising the 4Rs (Reduce, Reuse, Recycle and Recover).
- Optimise the consumption of raw materials and energy sources.
- Reduce greenhouse gas emissions by using renewable energy sources and deploying energy-efficient equipment and machinery.
- Implement advanced pollution control systems and conduct rigorous monitoring of air, water and other emissions to prevent or minimise environmental contamination.
- Foster an environment-friendly culture amongst our stakeholders through comprehensive education, awareness campaigns, training initiatives and open communication.
- Establish climate change and environmental targets aligned with industry best practices and national sustainability goals.



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### 3. HEALTH AND SAFETY COMMITMENTS

We are committed to foster a workplace culture that prioritises the health and well-being of our employees. By implementing comprehensive health and safety protocols across the company, we empower our workforce to proactively identify and mitigate risks. We maintain strict adherence to all applicable health and safety laws and regulations.

- Ensure full compliance with all Health & Safety ("H&S") regulations.
- Create a safe and healthy work environment to prevent occupational hazards.
- Conduct operational H&S risk assessments to prevent accidents and unwanted incidents. In the event of an incident, initiate comprehensive investigations to identify root causes and implement corrective actions.
- Cultivate a strong H&S culture amongst our stakeholders through education, awareness campaigns, training initiatives and open communication.
- Implement measures and strive for zero incidents to minimise H&S impacts on employees, stakeholders and surrounding communities.
- Establish clear H&S performance targets and monitor progress against these goals.

### 4. HUMAN RIGHTS AND SOCIETY

The Group is steadfast in its commitment to conducting business with utmost respect for human rights, dignity, and well-being. Our Human Rights Policy aligns with the UN Guiding Principles on Business and Human Rights (Guiding Principles), the International Labour Organisation's Core Conventions and the Universal Declaration of Human Rights. All stakeholders, including community and business partners, customers, employees, suppliers, vendors, contractors and those within our supply chain, must adhere to the guidelines outlined in this Policy. The Group and its subsidiaries maintain a zero-tolerance stance towards human rights violations and expect full compliance from all parties involved.

Our commitments to upholding human rights are listed as follows:

#### **Modern Slavery and Human Trafficking**

Modern slavery, forced labour, and human trafficking are violations of fundamental human rights. These practices, which manifest in various forms, share a common core: the exploitation of individuals through coercion, deception, or abuse of power for personal or commercial gain.



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To prevent these injustices, we have adopted the following measures:

- Ensure foreign workers' ethical and humane treatment throughout the recruitment process and offer equitable contractual terms.
- Implement regular audits and inspections to monitor compliance.
- Conduct a comprehensive assessment of the entire supply chain to detect potential vulnerabilities to forced labour and human trafficking.
- Maintain a zero-tolerance policy for all forms of corporal punishment, physical, sexual, psychological or verbal abuse, and intimidation.
- Provide safe and hygienic living conditions for all employees that comply with all relevant regulations and standards.
- Employees will not be compelled to work against their will and are protected from forced labour, including threats of coercion and captivity.
- Practise ethical sourcing of materials and reject purchasing and using raw materials that contribute to human rights abuses.

### **Diversity and Inclusivity**

Our goal is to create an inclusive environment where our diverse team can collaborate and excel. To uphold equality and fairness, we have established the following principles to be observed in all our operations:

- Treat all employees with dignity and respect, regardless of their race, gender, age, nationality, religion, political beliefs, disability or ethnic origin.
- Foster a respectful and inclusive workplace where everyone is treated equitably, and bullying or harassment based on differences is strictly prohibited.
- Implement impartial processes for hiring, selecting, developing, and advancing employees.
- Offer equitable compensation and comprehensive support for employee growth, including career development, mentorship and leadership training.



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### Labour Standards

TVHB adheres strictly to labor regulations and implements industry best practices. This approach allows us to uphold social responsibility, provide ethical employment and achieve shared economic growth with our partners.

- **Child Labour:** In alignment with Malaysia's Children and Young Persons (Employment) Act 1966, we prohibit child labour in all aspects of our business and supply chain.
- **Freedom of Association & Collective Bargaining:** We support Malaysia's labour laws, which guarantee workers' rights to form unions and engage in collective bargaining.
- **Disciplinary & Grievance Practices:** We believe in creating a positive work environment built on mutual respect. Corporal punishment, intimidation, or verbal harassment will not be tolerated.
- **Working Hours:** We adhere to national labour laws governing working hours, overtime, rest periods and holiday entitlements.
- **Remuneration and benefits:** All employee remuneration and benefits are contingent upon individual merit and performance, as evaluated through regular performance reviews.

### 5. COMMUNITY COMMITMENTS

As responsible members of the communities where we operate, we prioritise human rights and aim to create enduring partnerships that deliver shared value through the following:

- Maximise community impact by prioritising local sourcing and hiring.
- Build strong community ties through constant open communication.
- Encourage employee participation in local initiatives or volunteering activities.



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### 6. PROCUREMENT PRACTICES

We are committed to refining our supply chain processes to deliver superior value and foster long-term growth for all stakeholders.

Suppliers must prioritise environmental protection and worker safety by complying with all relevant laws and regulations. Their facilities must be designed and operated safely, and employee accommodations must be sanitary and conducive to good health.

TVHB expects all suppliers to uphold our standards of integrity and transparency outlined in our Code of Conduct, ABAC and TVHB-SP. Direct suppliers will be subject to periodic sustainability assessments to ensure compliance with this policy and applicable laws. We retain the right to inspect any related site. Failure to comply after due process may result in contract termination. All evaluations will be conducted fairly.

Lastly, our suppliers of goods and services are legally obliged to comply with country-appropriate laws and regulations.

Copies of this Policy and all other the above-mentioned Policies can be accessed on our website and are disseminated to all our stakeholders: <https://toyoverventures.com.my/>

### 7. REPORTING PROCESS

To report a violation of this Policy or for guidance on handling such matters, please refer to our Whistleblowing Policy at

#### **Monitoring and Periodic Review of Policy**

The Group is obligated to conduct ongoing oversight of these procedures to verify their compliance with applicable laws and their ongoing efficacy for the Group and to initiate amendments as required, contingent upon authorisation by the Board of Directors.

This policy will be reviewed periodically to assess its adequacy and effectiveness.

The Board approved this Policy on 27 September 2024.