



**SNS NETWORK TECHNOLOGY BERHAD**  
[201601002835 (1173761-W)]  
(Incorporated in Malaysia)

# SUSTAINABILITY POLICY

UPDATED AS AT 24 MARCH 2023

## **SUSTAINABILITY POLICY**

### **1.0 INTRODUCTION**

This policy is intended for SNS Network Technology Berhad (“SNS” or “the Company”) and all subsidiary companies within its Group.

Sustainability encompasses all aspects of ethical business practices, addressing relevant Environment, Social and Governance (ESG) issues responsibly and profitably.

### **2.0 OBJECTIVES**

This policy aims to:

- 2.1. Endeavour to integrate the principles of sustainability into the Group’s strategies, policies and procedures.
- 2.2. Promote sustainable practices,
- 2.3. Ensure that the Board and senior management are involved in implementation of this policy and review the sustainability performance and
- 2.4. Create a culture of sustainability within the Group, and the community, with an emphasis on integrating the environmental, social and governance considerations into decision making and the delivery of outcomes.

### **3.0 SOCIAL SUSTAINABILITY**

Social sustainability is focused on the development of programs and processes that promote social interaction and cultural enrichment. It emphasizes protecting the vulnerable, respecting social diversity and ensuring that the Group put priority on social capital.

- 3.1. To maintain a safe and healthy workforce
- 3.2. To use training and development as a strategic investment and a way of shaping culture and behaviour in the Group
- 3.3. To enable employees to further develop their professional and personal skills

- 3.4. To promote racial harmony and prevent racial discrimination.
- 3.5. To prevent sexual harassment and other forms of violence against women
- 3.6. To align our charitable giving with the Group's activities and actively encourage our people to get involved in the charity work
- 3.7. To continue improve public perception and experience of the Group

#### **4. ENVIRONMENTAL SUSTAINABILITY**

The Group is committed to identify, manage and minimise the environmental impact of business operations.

- 4.1. To reduce consumption of non-renewable, non-recycled materials
- 4.2. To pursue and encourage the use of renewable resources
- 4.3. To minimise the level of pollutants entering the air and water from daily business operations
- 4.4. To comply with environmental regulatory and legal requirements

#### **5. GOVERNANCE SUSTAINABILITY**

Governance sustainability is becoming more essential in gaining the confidence of investors, other stakeholders and the public. The Group recognises the important of governance sustainability and incorporating it into all functions and processes which include strategic planning, accountability, sustainable planning and development.

- 5.1 To address the element of governance in our business strategy by adhering to the requirements of all laws and regulatory requirements, standards, and industry's best practices.
- 5.2 To adopt high ethical values and enforcing this through our Code of Ethics and Conduct and establishing policies and procedures to ensure the adequacy and integrity of the Group's internal control and management information systems.
- 5.3 To fully comply with Personal Data Protection Act 2010.

## **6. REPORTS AND DISCLOSURES**

Reporting and disclosures of the Company sustainability policy and implementation towards achieving its objectives will be made in the corporate governance section of the Annual Report.

*The Sustainability Policy has been approved by the Board of Directors on 13 December 2022.*