



Petikemas Group Code of Conduct

Version 1.1

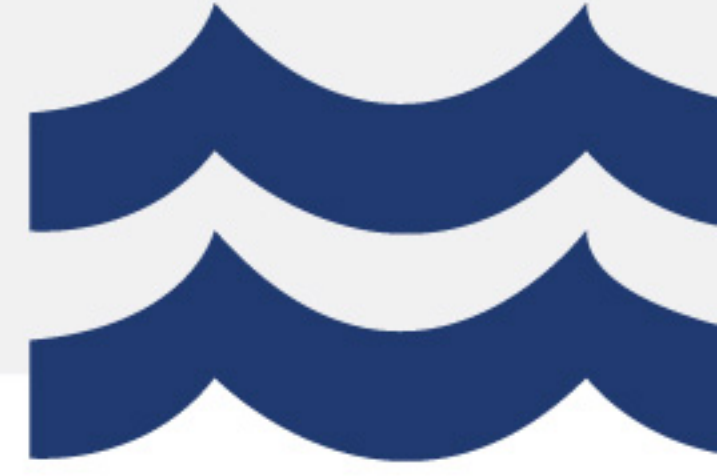
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1.0 What We Stand For

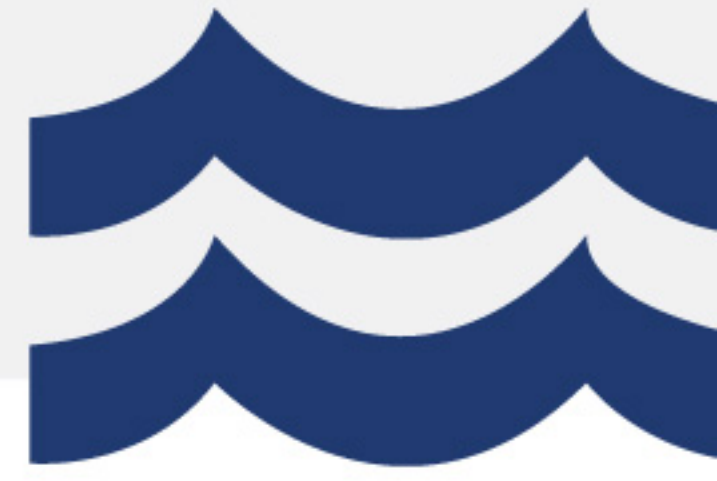


Our Code of Conduct reflects our corporate values “Innovative, Committed & Malaysian”. The rules and standards outlined here serve as an “ethical compass” that guides shareholders, management, and all employees in their work. The conduct of managers and employees, both toward each other and toward business partners, customers, public officials, and investors, is characterised by mutual commitment and honesty.

For us, there is no alternative to conducting our business in a responsible and fair manner. The Code of Conduct is binding for all business units, management, suppliers and employees of Petikemas Group.

We are increasingly aware of our shared responsibility towards the environment, society and our employees, and we demonstrate this clearly in our business practices and our daily work. Overall, our Code of Conduct describes behaviors, beliefs and standards that we aspire to and view as the basis of our business.

2.0 Our Standards of Working Together



2.1 Diversity & Inclusion

Petikemas employees are from various walks of life and this diversity forms the strength of the company. We promote an inclusive work environment where everyone feels accepted. Mutual respect, inclusiveness and honesty contribute to our company's success.

We reject any form of discrimination based on gender, ethnic and national origin, race, religion, age, disability, sexual orientation and identity or any other characteristic protected by law. We reject any form of harassment, including workplace bullying, unwelcome sexual advances, unwanted physical contact, inappropriate propositions, or a working environment tainted by insulting jokes and remarks or demeaning comments. We do not tolerate any kind of violence in the workplace, including but not limited to threatening and intimidating behavior.

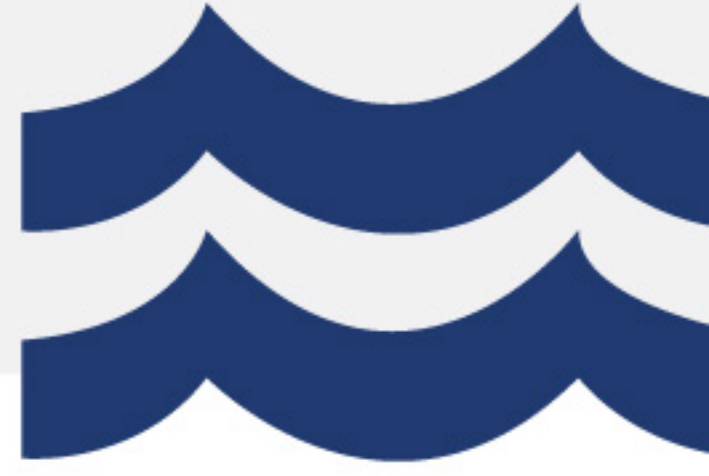
Please refer to our position on [Diversity, Equity & Inclusion \(DEI\)](#)

2.2 Meritocracy

We believe in the principles of meritocracy where every employee regardless of gender, ethnic and national origin, race, religion, age, disability, sexual orientation and identity or any other characteristic protected by law, will be assessed fairly and justly based on a systematic performance scale.

We are committed to fair and open discussions with employees on employment and performance management. Simultaneously, we expect employees to be transparent and declare any potential or perceived conflicts of interest as and when it arises.

3.0 Commitment to Sustainability (ESG)



For further details, please refer to the [Petikemas Sustainability \(ESG\) Statement](#).

3.1 Environment & Climate Protection

With Malaysia as a signatory to the Paris agreement to reduce carbon and to be carbon neutral by 2030 and 2050 respectively, the Petikemas group – as a Malaysian enterprise, believes that we play a role as part our country's aspirations with respect to the environment.

Our business activities hence forth will be guided by our commitment to minimise the impact on the environment and the climate. Our environmental and climate protection programs are predominantly aimed at preventing and reducing emissions of greenhouse gases (GhG).

We plan to put in place initiatives to educate and inspire our employees, driving understanding that their contribution as part of business operations helps to reduce carbon footprint.

3.2 Social & Human Rights

3.2.1 Modern Slavery & Human Trafficking

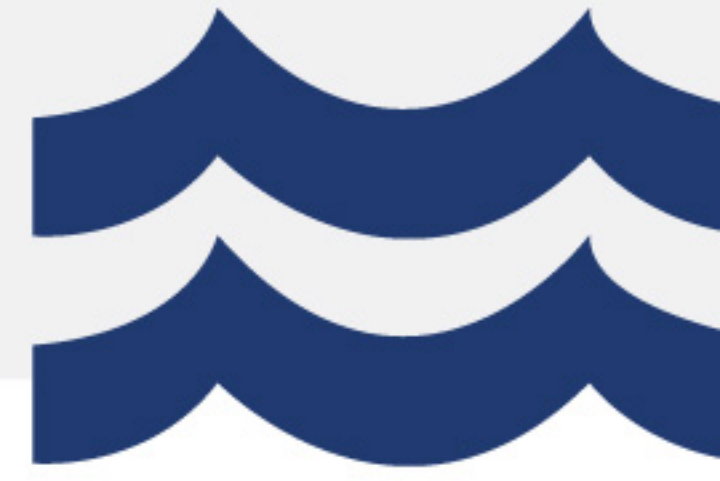
Respect for human rights is a non-negotiable aspect of our business activities. Our human rights principles are based on United Nations Global Compact, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work in accordance with Malaysia's labour law and practice (governed by the Employment Act of 1955).

Our employees, free from threat or intimidation, have the right to join or not to join a union of their choice. We respect the right to collectively bargain in accordance with national laws.

We are committed to a workplace free of unacceptable worker treatment such as harassment, discrimination, physical or mental punishment, slavery, any form of abuse or coercion. Workers will be provided with clean facilities for basic hygiene needs, access to potable water and sanitary living conditions. Housing provided either by us or by through an agency are clean, safe, of adequate size per person and equipped with emergency fittings and ventilation.

Subcontractors are expected to ensure that any workers supplied by subcontractors in the supplier's facilities will be treated in a manner consistent with the labour and human rights principles set by the Petikemas Group.

Please refer to the [Petikemas Modern Slavery & Human Trafficking Statement](#).



3.2.2 Health & Safety at Work

Petikemas employees and workers face numerous risks as part of logistics operations, from journeying hundreds of kilometers on the road to operating light-to-heavy equipment in our warehouses and container yards.

Therefore, their safety, health and well-being are of top priority, and we place importance on compliance with occupational health and safety policies and with local regulations and industry standards.

Please refer to the [Petikemas HSE Policy](#).

3.2.3 Corporate Social Responsibility

We actively make positive social contributions through corporate social responsibility (CSR) programs, utilising our current resources and capabilities. We are committed to a minimum of 1 CSR program annually.

3.2.4 Responsible Suppliers

As part of our procurement policy, we commit to buy products and services from suppliers and subcontractors in accordance with our Code of Conduct. Suppliers are expected to comply with the Group's standards.

Please refer to the [Petikemas Supplier Code of Conduct](#)

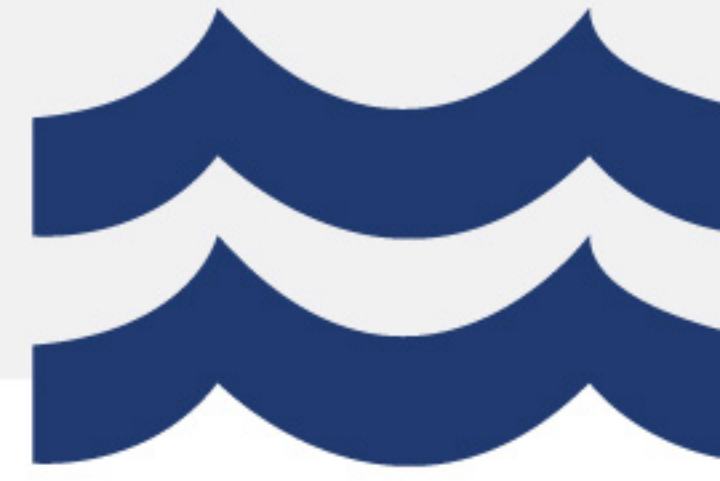
3.3 Governance for Business Affairs

3.3.1 Laws & Licenses

We and our partners operate with all necessary permits as required by local laws and regulations, in relation to all aspects of the business including but not exclusive to transportation, environmental (waste and water), building and construction, safety. We recognise it as a means of business continuity and will not risk any voids to our license to operate.

3.3.2 Anti-Corruption & Anti-Bribery

Corruption harms our company and our country in which we operate. We do not tolerate corrupt behavior. In all dealings with business partners and public officials, we do not facilitate any so-called payments or other benefits for routine non-discretionary actions.



We take preventive measures by avoiding all forms of potential corruption and bribery as it is illegal and will result in fines, or prison sentences thereby impacting our business.

3.3.3 Gifts, Hospitality & Other Benefits

Gifts, hospitality, and other benefits are permitted in day-to-day business as long as they are within socially accepted norms. They may not be, nor give the impression of being, able to influence current or future business decisions.

Only gifts, hospitality or other benefits that comply with the principles of Petikemas Anti Corruption & Anti-Bribery Policy may be given or accepted. If necessary, employees are to obtain approval from line manager before proceeding.

3.3.4 Conflicts of Interest

We do not allow any undeclared interaction with our business partners, agents, suppliers, or public officials that could create an actual or perceived conflict of interest. This is to be avoided in any setting where the interests or relationships could display or appear to display an inappropriate influence on decisions made by our business partners.

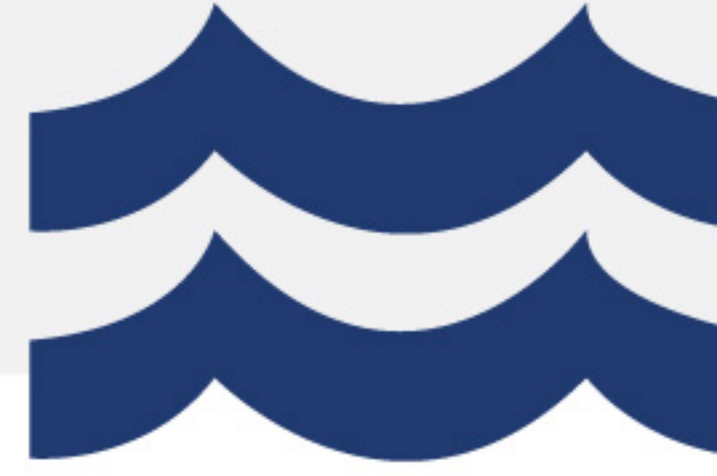
Any potential conflict or perception of a conflict of interest must be declared immediately to Petikemas management.

A perception of a conflict of interest between Petikemas and our business partners, agents or public officials could adversely affect our business interests and reputation.

3.3.5 Anti-Money Laundering

We outrightly reject any business with money that was acquired through criminal activity and is to be laundered. We remain compliant with the Malaysian laws as outlined in the Anti-Money Laundering Act (AMLA) 2001 (Act 613).

4.0 Data Privacy & Protection



We safeguard and respect all data and intellectual property. Due care will be taken in handling, discussing, or transmitting sensitive or confidential information that could affect our employees, customers and partners. Any confidential information and/or licensed intellectual property shall only be used for the intended and designated purpose.

