



KYM HOLDINGS BHD.

Supplier Code of Conduct

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	Issue No.:	01
	Rev. No.:	00
	Date:	6 January 2025

INTRODUCTION

KYM Holdings Bhd and its subsidiaries (“KYM Group”) are committed to conducting business in a fair, ethical and lawful manner. KYM Group has placed significant importance on its supplier’s capacity building, a key factor in its supply chain, by promoting sustainability development among its suppliers. Accordingly, we expect our business partners to share the same commitment. This Supplier Code of Conduct (“Code”) serves to set out the minimum standards of business we expect from all our Suppliers (as hereinafter defined). We encourage Suppliers to strive for best practice and continuous improvement within their own operations and supply chains.

This Code may be amended by us from time to time and all such amendments shall be binding on the Suppliers with effect from the date the amended Code is uploaded on our website at www.kym.com.my.

SCOPE AND APPLICATION

This Code applies to all Suppliers of the KYM Group. For purposes of this Code, “Supplier” means all third parties that are permitted to perform duties and functions for, or provide goods and/or services to, any operating company within the Group, whether directly or indirectly - this includes, without limitation, contractors, sub-contractors, consultants, suppliers, vendors, and agents of the operating company with the Group.

We expect our Suppliers to communicate the standards and expectations contained herein effectively throughout their organisation as well as their supply chain to ensure that this Code is at all times upheld throughout the entire supply chain.

This Code shall be a condition to all contracts made or to be made between the Supplier and the operating company within KYM Group. By the acceptance of any purchase order from the KYM Group, the entering into any contracts with the operating company within the KYM Group, and/or the supply of any goods and/or services whether directly or indirectly to the KYM Group, the Supplier acknowledges and signifies its acceptance of this Code and the agreement to comply with the provisions hereunder.

LAWS AND REGULATIONS

Suppliers are expected to conduct their business in accordance with applicable laws, and to act in an ethical manner.

Legal Compliance

Suppliers shall conduct their business in full compliance with applicable laws and regulations wherever they operate and however they may apply to them. This includes, without limitation, ensuring that they have obtained, and maintains, all the necessary licences, approvals, permits and permissions.

Where there is a discrepancy between the requirements of this Code and any prevailing laws or regulations, the Suppliers shall comply with the provision which imposes a higher or more onerous standard and/or obligation on the Suppliers.

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BUSINESS ETHIC AND INTEGRITY

Suppliers are expected to conduct their business in accordance with ethical business standards.

Anti-Bribery and Corruption Practice

Suppliers shall not offer, provide, demand, accept, or receive any form of bribery, excessive gifts, entertainments, or other activities having higher value than normal, which could influence KYM Group's and/or Suppliers' business decisions under any circumstances.

Conflict of Interest

Suppliers shall avoid any circumstances that could lead to a conflict of interest with KYM Group, and are requested to immediately notify KYM Group should they encounter any such circumstance.

Confidentiality

Suppliers shall not, in any manner, disclose or use any confidential information of KYM Group for their own benefit or for any illegal purposes, unless prior written consent has been obtained.

HUMAN RIGHTS

We are committed to applying the UN Guiding Principles on Business and Human Rights and by extension, respecting human rights in our operations and supply chain.

Suppliers are expected to treat their employees equally, with respect and dignity, in accordance with International Labour Organisation (ILO) standards and applicable labour laws.

Child and Forced Labour

Suppliers shall not engage in or support the use of child labour under minimum age. Furthermore, young worker shall not be assigned to tasks workplaces and/or working hours prohibited by laws, nor shall they be forced to provide labour in any manner.

Suppliers must ensure operations are free from modern slavery and forced labour. This includes slavery, servitude and forced, compulsory, bonded, involuntary, trafficked or exploited labour.

Equality and Free from Discrimination

Suppliers shall treat their employees equally regardless of their physical or mental differences, such as gender, nationality, race, belief, disability or any other means. This should include –

- ☐ working to eliminate any form of harassment and bullying within the workplace, whether it is of a sexual, verbal, non-verbal or physical nature; and
- ☐ treating all workers with dignity and respect, promoting diversity and inclusion, and not practicing any form of unlawful discrimination.

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Occupational Health and Safety

Suppliers shall provide and maintain a proper workplace and/or working environment which are safe and hygienic, in accordance with applicable laws, and shall ensure that sufficient and appropriate training and where relevant, appropriate personal protective equipment (PPE) are provided to their employees to prevent occupational injuries or ill health. Suppliers shall also implement, where relevant, appropriate control measures to ensure the safe handling, storage, transfer and disposal of substances hazardous to health or the environment, including flammable materials.

Where accommodation is provided, Suppliers shall ensure it is clean, safe and meets basic standards for acceptable living conditions and the needs of workers.

Fair Wages and Benefits

Suppliers must provide fair wages and benefits to their employees in accordance with applicable minimum wage legislation and other applicable laws or collective bargaining agreements (if relevant).

Working Hours

Suppliers must comply with all applicable working time laws and other applicable laws or collective bargaining agreements, including taking account of any legally mandated maximum working hours requirements.

ENVIRONMENTAL MANAGEMENT

Suppliers are expected to conduct their business in an environmentally responsible manner and integrate environmental consideration into their product design, operations and/or provision of services work towards avoiding, reducing and mitigating their associated impacts on the natural environment.

Efficient Use of Resources

We expect Suppliers to aim to optimize the consumption of available resources particularly in the areas of water use, energy use, greenhouse gas emissions and water disposal, in their supply chain processes, to create less waste and enable reuse, recycling, and circularity in products and processes.

Waste Management and Emissions

Suppliers must ensure the management of wastewater treatment, waste management and the storage of hazardous materials and chemicals is in accordance of applicable regulatory requirements and standards. In addition, Suppliers shall understand, monitor and reduce their own greenhouse gas emissions (Scope 1 and 2).

RAISING CONCERNS

Should you have any concerns about improper or illegal conducts, please contact:

- Your usual Group Company Contact for Procurement
- Whistleblowing Channel: whistleblowing@kym.com.my

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List of Subsidiaries

This Supplier Code of Conduct applies to the following existing subsidiaries and any subsidiaries and/or associated companies which are incorporated or acquired subsequent to the date of this code but exclude subsidiaries and/or associated companies which have been divested after the date hereof:

1. Anabatic Sdn Bhd (Reg No. 198901013085 (190395-P))
2. Harta Makmur Sdn Bhd (Reg No. 198301000407 (95640-V))
3. Hasrat Meranti (Chemor) Sdn Bhd (Reg No. 199501034273 (363475-A))
4. Hasrat Meranti (Tapah) Sdn Bhd (Reg No. 201201021213 (1005705-V))
5. Hasrat Meranti Sdn Bhd (Reg No. 199101008902 (219214-D))
6. KMG Assets Sdn Bhd (Reg No. 199601042977 (415330-U))
7. KYM Development (Perak) Sdn Bhd (Reg No. 198601004245 (153405-K))
8. KYM Industries (M) Sdn Bhd (Reg No. 198301000403 (95636-U))
9. KYM Leisure Sdn Bhd (Reg No. 199601030450 (402802-X))
10. KYM Properties Sdn Bhd (Reg No. 199601030448 (402800-H))
11. KYM Tech Plus Sdn Bhd (Reg No. 202301045265 (1539180-M))
12. KYM Ventures Sdn Bhd (Reg No. 197701002926 (33908-X))
13. Panorama Industries Sdn Bhd (Reg No. 197901008109 (52395-K))
14. Polypulp Enterprises Sdn Bhd (Reg No. 199401035602 (321285-U))
15. Tegas Consolidated Sdn Bhd (Reg No. 198401008545 (121063-H))
16. Teguh Amalgamated Sdn Bhd (Reg No. 198401014186 (126742-V))
17. Teluk Rubiah Country Club Sdn Bhd (Reg No. 199101005146 (215456-P))
18. Teluk Rubiah Resorts Sdn Bhd (Reg No. 199101011453 (221765-W))