

# SUSTAINABILITY POLICY

Deleum Group aims to conduct business in a sustainable manner that meets our own needs without comprising the needs of future generations, aligning with our Mission, Vision and Core Values.

Our business practices are designed to provide sustainable growth and value creation in the short and long term, by making decisions that balance Economic, Environmental, Social, and Governance (“EESG”) considerations.

We are committed to internalise the sustainability strategies including climate change into our business strategies and operationalise it through the following principles:

<p><b>Catalysing Prosperity</b> <i>Economic</i></p>	<p>Committed to ensure that our stakeholders can enjoy prosperous and fulfilling lives.</p>
<p><b>Protecting and Preserving Environment</b> <i>Environmental</i></p>	<p>Committed to preserving and protecting the environment for present and future generation, in minimising climate change impact through carbon footprint reduction and management of emissions, pollutions, waste as well as biodiversity in where we operate.</p>
<p><b>Helping People</b> <i>Social</i></p>	<p>Committed to helping people to do well and fulfil their healthy and safe lives and forge mutual respect dedicated to diversity, equality, inclusion, integrity, and human dignity. Our beliefs are grounded on reciprocated respect, support and upholding fundamental human rights of people in which we operate.</p>
<p><b>Embracing Good Governance</b> <i>Governance</i></p>	<p>Committed to embrace good corporate governance for peaceful, just and inclusive societies through upholding ethical business practices and high values on ethics, integrity and compliance.</p>

# **SUSTAINABILITY POLICY** (cont.)

We are also committed to:

- Upholding the Climate Change Policy and the goal of becoming Carbon Neutral by 2050.
- Upholding the United Nations' Universal Declaration of Human Rights.
- Complying with and, where practicable, current legal requirements, Code of Business Conduct, Health, Safety and Environmental Policy, other internal policies and procedures, as well as those others that we subscribe to.
- Encouraging best practices in managing sustainability performance in a continuous improvement cycle to build resilience.
- Integrating sustainable development considerations within the corporate strategy and decision-making process.
- Facilitating and encouraging responsible delivery, design, use and disposal of our products and services.
- Encouraging the pursuit of sustainable businesses opportunities and circular and/or low-carbon economy.
- Managing risks and opportunities across our value chain by implementing robust risk management strategies.
- Continuing to understand the expectations with our stakeholders and implement effective and transparent engagement and communication with stakeholders.
- Fostering and propagating sustainability culture and awareness to the entire value chain; employees, customers, business partners, suppliers, and other stakeholders.
- Collaborating with our third parties in implementing this policy that focuses on sustainable development to enhance and improve our delivery of end products and services.
- Disclosing our economic, environmental, social and governance information publicly, where practicable.

**RAMANRAO BIN ABDULLAH**  
**GROUP CHIEF EXECUTIVE OFFICER**

**28 February 2023**

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*Approved by the Board of Directors on 28 February 2023*