



# **WTEC GROUP BERHAD**

202401017425 (1563275-K)

## **WANMEI SPECIALTY TECH SDN. BHD.**

201001036557 (920480-V)

## **WTEC SDN. BHD.**

200101028926 (564684-H)

# **ENVIRONMENTAL SOCIAL AND GOVERNANCE (ESG) POLICY**

**21<sup>ST</sup> AUGUST 2024**

## WTEC GROUP BERHAD ESG POLICY



Environmental



Social



Governance

WTEC GROUP BERHAD being the parent company of WTEC SDN. BHD. and WANMEI SPECIALTY TECH SDN BHD.

### Environmental

WTEC Group accepts responsibility for the importance of environmental sustainability and are committed to minimizing our environmental impact.

- Reduce our reliance on natural resources by leveraging technologies to drive energy efficiencies and embed sustainable practices within our operations.
- Focus on environmental protection by reducing pollution, waste, and carbon footprint. Carbon footprint reduction can be accelerated using digital technologies in process management and information gathering, more to paperless.
- We are committed implementing recycling practices from our waste.
- Embed sustainable behaviors into everything we do through education training, enhanced policies, and targeted campaigns to motivate all our colleagues to take steps big and small to minimize the environmental cost.

## Social

### 1) Labour Rights Policy

Obligating WTEC Group code of conduct policy onto the following expectations:

- commitment to the spirit and principles of the existing Labour Law
- opportunities for equal employment, including recognition of the employment needs ethnic or minority groups, women, and people with disabilities
- impartial and open selection and appointment procedures
- fair rates of remuneration for skill, responsibilities and performance
- an up-to-date job description that provides clear statements of your duties and your employer's expectations of you
- adequate training and equipment to perform your duties
- regular and appropriate feedback and communication on your work performance
- effective communication of information
- good and safe working conditions
- opportunity for the enhancement of your abilities
- freedom from harassment or discrimination in the workplace
- a commitment to a supportive and confidential Employee Assistance Program
- appropriate disciplinary and dispute procedures and the opportunity for redress against unfair or unreasonable treatment by the employer

### 2) Balancing Profitability and Social Investments

WTEC Group commitment to the betterment of society through our CSR programs will continue unabated. WTEC Group commitment to funding community upliftment, financial literacy and knowledge sharing initiatives will continue.

### 3) Workforce Health & Safety

Adopting WTEC EHS Policy underscoring our views and expectations on 5 Key Material Issues

- Provide a safe and healthy workplace, and working condition for all towards prevention of incidents, injuries and illness through education, training and proper safe operation procedure.
- Strive to eliminate hazards at the workplace and reduce OH&S risks.
- Continually improve and prevent pollution to environment through data analysis related to environmental impact of our activity and product.
- Comply with all applicable Environmental, Safety & Healthy legal and other requirements as well as industry standards, including those required by customers and restrict the use of hazardous substances (RoHS)

- Communicate promptly to all employees, customers, sub-contractors, suppliers, public and government bodies, information on chemical & pollution-related hazards and to recommend protective and preventive measures, as well as abide by our Environmental, Safety & Healthy policy.

Going forward, WTEC Group will focus based on the Key Issues above and adopt the various touchpoints as outlined in our objectives.

## Governance

WTEC Group Berhad are committed to doing business ethically and growing a successful business that is respected and valued through sustainability and social value by:

- Maintain high ethical standards outlined in our Code of Conduct and communicated through our values that guide the behaviours of our leadership, colleagues, and other shareholders.
- Establish strong governance structures and processes that ensure transparency and accountability at all levels, fostering trust among colleagues, partners, customers, and the wider community.
- Foster a culture of continuous improvement by regularly monitoring our ESG performance and leveraging our combined expertise to navigate challenges, seize opportunities, and find innovative solutions.
- Ensure compliance with all relevant laws, regulations, and industry standards through well-defined policies and procedures, regular monitoring and review from independent external bodies, and continuous improvement.

Approved by,



Mr. Tan Kok Kheng

Managing Director of WTEC Group Berhad.