



GDB HOLDINGS BERHAD

201301006623 (1036466-U)
(Incorporated in Malaysia)

SUSTAINABILITY POLICY

1. INTRODUCTION

We at GDB Holdings Berhad (“GDB”), and its subsidiaries (“the Group”), are resolute in protecting the environment and creating a long-lasting shared value with our stakeholders by integrating solid sustainability measures into our business and operations. Sustainability measures encompasses all aspects of ethical business practices, addressing relevant Economic, Environment, Social and Governance (“EESG”) issues responsibly and profitably. We view every project as an opportunity to build a better future for our clients, business partners, employees, and communities where we operate.

VISION

To be a highly reputable and progressive construction firm that delivers products and services of sustainable and excellent quality via innovation in PEOPLE, QUALITY, SAFETY and TECHNOLOGY.

MISSION

- To employ, cultivate, and support our knowledgeable and motivated teams through continuous development and improvement driver by the synergy of Efficiency, Teamwork, and Commitment of the management and staff
- To build dedicated and lasting relationships with our valued customers by delivering progressive excellence, reliable quality and cost-effective projects that exceed their expectations via an exceptional performance by every member of GDB – every time.
- To safeguard Mother Nature and provide sustainability as well as additional peace of mind for our customers by upholding ecological, resource-efficient green technologies and environmentally responsible practices during every stage of construction.

Our Vision and Mission express our resolve to embrace sustainable business practices. We aim to develop sustainable solutions based on unique knowledge, capabilities and innovation in engineering, technology, and construction management to realise ambitious concepts into real projects.

WE ARE COMMITTED TO THE FOLLOWING:

- Growing with our stakeholders;
- Delivering sustainable products and services; and
- Believing in ethical and transparent transactions.

2. OBJECTIVE

The objective of this policy aims to:

- Promote sustainable practices;
- Endeavour to integrate the principles of sustainability into the Group's strategies, policies and procedures;
- Ensure the Board and senior management are involved in the implementation and the review of sustainability performance; and
- Create a culture of sustainability within the Group and the community, with an emphasis on integrating the EESG philosophies into business decisions.

3. SCOPE OF THE POLICY

This Policy applies to all directors, employees, and business associates of the Group.

4. SUSTAINABILITY GOVERNANCE STRUCTURE

We have created a sustainability governance structure to facilitate the implementation of our sustainability strategies across our business in a structured manner. This framework specifies the processes for setting goals, reporting progress and strengthening relations with our external stakeholders. It states the clear lines of accountability and responsibility so that every level of the Group, from the workers at the construction sites up to the member of the Board, is cognizant of their roles in delivering sustainability, EESG and corporate responsibility.



5. EESG PRIORITIES

5.1 ECONOMIC SUSTAINABILITY

Financial performance is a core imperative of the Group's role. The Group is accountable to its stakeholders for the responsible management of its assets and capital to effectively deploy them. The financial performance of the Group has shared economic value generated for its stakeholders by using the following approaches:

- To monitor and manage the financial performance of the Group and to formulate strategies to advance its business growth sustainably and responsibly;
- Incorporate EESG considerations into our business and management decisions to improve returns and contribute to the betterment of the local economy, society and the planet;
- Prudent distribution of the Group's profits generated to the respective stakeholders taking into consideration reserves for business operations and future expansion plans;
- Contribute towards the socioeconomic prosperity of the communities where the Group operates.

5.2 QUALITY, ENVIRONMENTAL, SAFETY & HEALTH (QESH)

Our QESH commitments is our pledge to protect the environment, safeguarding the health and safety of our workforce, business partners and the surrounding communities as well as delivering excellent products and services. As a testament to our QESH commitments, we have obtained ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certifications and have consolidated all these principles, systems, processes and standards into one integrated management system, QESH Management System ("QESHMS"). The following is imperative to the effectiveness of the QESHMS for the Group:

- Adopt an effective QESHMS that is regularly assessed for continuous improvements;
- The Management Review Board (MRB) to review the suitability, adequacy and effectiveness of the implemented QESHMS;
- Yearly review of our progress in measuring the QESH performance against targets;
- Prevent unwanted incidents by assessing QESH risks and opportunities for current and future projects.
- Mitigate and avoid QESH incidents by constantly improving work practices through training as well as collaborations and consultations with our stakeholders; and
- Constantly improving our work practices according to the assessment of the implemented QESHMS.

5.3 ENVIRONMENTAL SUSTAINABILITY

The Group's environmental management focuses on preserving the environment at all our project sites for the long-term benefit of our employees and the surrounding communities. Our ISO 14001:2015 certification and QESHMS practices outline our commitments towards our environmental goals. The focus will be on the reduction of the resources consumed and reduction of the carbon footprint generated from the Group's operations with the following approaches:

- Promote environmental awareness within the Group amongst its employees and stakeholders through this Policy and other initiatives;
- Strive to reduce environmental impacts by efficiently using resources and fossil fuels to minimize the emission of toxic substances throughout the Group's operations;
- Encouraging prudent utilization of water and energy by only using the amount necessary;
- Reduce, reuse & recycle (3R's) practice of waste management;
- Ensuring responsible management of waste and effluents throughout the Group's operations;
- Prevent pollution of resources from the direct business operations of the Group;
- Abide by all government environmental regulations and legal standards.

5.4 SOCIAL SUSTAINABILITY

Given that our actions affect the communities where we operate, part of our goal is to boost their economic development and raise their quality of life. We are also committed to uphold the rights of all our employees and stakeholders according to national laws and regulations. We intend to build meaningful long-term relationships that produce mutual and lasting benefits in our local communities through the following commitments:

- Prioritise local sourcing and hiring;
- Deliver well-built projects that will improve the quality of life of the communities;
- Build harmonious relationships between the employees and the community;
- Engage in Corporate Social Responsibility (CSR) activities;
- Respect the human rights of every individual and condemn any form of discrimination based on race, religion, gender, age, disability, nationality and ethnicity;

- Instituting a system of merit-based employment, skills development and promotion; and
- Prohibit all practices of child labour, forced labour, modern slavery, excessive working hours, bullying, sexual harassment and abuse of power.

5.5 ETHICS AND GOVERNANCE

The Group is committed to ethical, transparent and responsible business practices as well as complying with all applicable laws and regulations to safeguard the Group's assets and enhance long-term shareholder value by having the following in place:

a) Code of Ethics and Conduct

All Directors and employees of the Group in exercising and/or discharging their powers or duties shall comply with all applicable laws, rules and regulations including the constitutions of the Group.

b) Anti-Bribery & Corruption Policy

The Group adopts a zero-tolerance approach to all forms of bribery & corruption which includes acts of extortion, collusion, breach of trust, abuse of power, trading under influence, embezzlement, fraud or money laundering.

c) Whistle Blowing Policy

The Group provides an avenue for employees and encourages all stakeholders to raise genuine concerns regarding any improper conduct and/or detrimental actions occurring within the Group and concerns raised are dealt with appropriately and effectively.

d) Risk Management Framework

We have adopted a risk management framework in our corporate governance structure to ensure that our business review process can accurately identify EESG risk and recognise opportunities. We have also engaged an Internal Auditor to ensure our business processes in the Group are compliant with the Group's policies and procedures.

e) Privacy/Data Protection

The Group respects the confidential personal data of our customers and employees and treats all personal data with integrity.

6. REVIEW OF THE POLICY

This Policy will be reviewed at least once every three (3) years to ensure its effectiveness and consistency with the governing legislation and regulatory requirements, or more frequently should there be material changes to the said legislation and regulations or circumstance of the business, if any.

7. BOARD APPROVAL

This Policy (Version No. 1) was reviewed and approved by the Board of Directors of the Company on 23 August 2023.