



SUSTAINABILITY POLICY

Sustainability is integral to our business strategy and it guides us towards achieving our vision of providing smarter solutions for a healthier life. Duopharma Biotech Berhad aspires for excellence by integrating sustainable practices in every aspect of our business and operations.

This Group Sustainability Policy applies to Duopharma Biotech Berhad and all our subsidiaries, this policy is based on three main aspects: Sustainability-led Business Commitment, Planet Performance, and Our Workforce and Community.

Sustainability-led Business Commitment

We will maintain a high level of business ethics and integrity while complying with all relevant regulations and guidelines. We have a structured system of corporate governance in place to protect our shareholders' and other stakeholders' interests in the long term. This is supported by:

- Delivering our services and products responsibly to create long-term partnerships with our customers
- Undertaking continuous research and development to develop innovative products
- Continuous improvement in our processes and systems to enhance all aspects of our operations
- Fair, reasonable and responsible engagements with all internal and external stakeholders

Planet Performance

We recognise the importance of a healthy planet by supporting the well-being of society. We understand that our actions today have an impact on the environmental outcomes tomorrow. We therefore commit to:

- Mitigate our environmental impacts through enhanced environmental performance
- Chart a path towards a carbon neutral future
- Incorporate adequate monitoring mechanisms to measure and help sustain continual improvement in our environmental performance
- Enhance awareness on environmental related matters among our stakeholders to garner their support

Our Workforce and Community

We value our employees and our local communities by enhancing their well-being through responsible corporate citizenship. This is to be achieved by:

- Ensuring a safe, healthy and efficient work environment for our employees
- Creating a safety culture throughout the organisation which influences the way we approach our work on a day-to-day basis
- Adhering to fair employment practices while embracing diversity and inclusion
- Continuously enhancing the skills and knowledge of our employees through training and development opportunities
- Engaging with our employees to create a sense of ownership of their functions
- Enriching communities and improving quality of life through humanitarian and monetary contribution

Leonard Ariff Abdul Shatar
Group Managing Director

1 NOV. 2019