

SEAL INCORPORATED BERHAD (4887-M)

SUSTAINABILITY POLICY

1. INTRODUCTION

Seal Incorporated Berhad (“SEAL” or “the Company”) is committed to building an enduring business model that takes into account marketplace, workplace, environment and the community and balances business opportunity and risks in order to deliver lasting value for the shareholders and stakeholders. The sustainability strategies are aligned to or incorporated into the corporate strategies, which assists in embedding the sustainability activities into the day-to-day business activities.

2. THE APPROACH

As part of the continuous improvement plan of the Company to achieve a sustainable long-term balance and growth between meeting the business goals and preserving the environment while reducing the consumptions of raw materials, labour and production costs, the Company is committed to continue working on the following areas:

2.1 Marketplace

- meet financial and operational performances
- compliance on rules and regulations
- continuous promotion of customer relation management
- good corporate governance

2.2 Workplace

- Upholding “people first, profit later” philosophy
- Responsible and ethical practices in workplace among employees
- Reduce utilities consumption (natural gas, electricity and water) and other overheads
- Improve quality of product and services to customers
- Further improve on time delivery
- Improved delivery and channel market requirement and feedback from customer to production
- Generate cost saving through system, procedure and work method improvement and changes
- Exercise better quality control and process control

2.3 Community

- Practices community health & safety
- Primary priority in recruiting local talent
- Avoidance on social inequity

2.4 Environment

- Reforestation
- Pollution zero
- Going towards “green” marketing
- Practices 3 R’s (Reduce, Reuse and Recycle)
- Operational eco-efficiency

3. FUNCTION OF THE BOARD

SHAREHOLDERS OR OTHER STAKEHOLDERS



In order to achieve all these, the Company will continue to place concerted effort and emphasis on the following to strive and remain sustainable and competitive in the industries it operated:

- i. Be a good steward of the natural resources and ensure that all potential adverse impacts on the environment are identified and properly managed;
- ii. Operate in a manner which safeguards the health and safety of all the stakeholders;
- iii. Favour suppliers and contractors who promote sustainable development;
- iv. Strive to be an employer of choice by providing an environment in which all employees are treated fairly and with respect;
- v. Computerize business processes to improve human efficiency and eliminate redundant or non-value added processes;
- vi. Continuous investment in human capital through trainings to improve human efficiency

4. REVIEW

The Board shall review the sustainability policy as needed.