

# SUSTAINABILITY STATEMENT

## Introduction

The Group are in the business of manufacturing enamelled wire and copper wire. The Board of Directors of the Company (“the Board”) has the overall responsibility of the Company’s and its subsidiaries’ (“the Group”) sustainability matters which are organised into 3 categories, namely economic, environmental and social (“EES”).

The Board is fully committed to carry out its activities in a sustainable manner and to deliver its strategic and operational objectives in accordance with the applicable laws and principles of good governance as well as high standards of integrity. These include efforts to engage with stakeholders and investors through various channels of communications such as our corporate website, quarterly financial reports and Annual General Meeting.

This Sustainability Statement discloses material sustainability issues and impacts arising from the activities of the Group.

## Scope of Report

Period covered: Financial Year ended 31 December 2017 (January 2017 to December 2017)

## Coverage

The scope of reporting mainly covers the manufacturing sites that are currently located in Malaysia. This Sustainability Statement is to be read in conjunction with the rest of the Company’s Annual Report, which highlights other financial and non-financial aspects of our business.

## Economic

The Group strives to maintain high standard of corporate ethics, good corporate governance and strict compliance with all legal and regulatory requirements.

The Group’s long-term sustainability business is built on the trust and confidence from our customers by offering good quality products and services with competitive pricing as well as listening to the customers’ feedback. Therefore, the Group is regularly review the capital structure to ensure optimal functions and shareholder returns, taking into consideration future capital requirements and capital efficiency before the distribution of economic value to shareholders.

In addition, 90% of our raw materials are supplied from overseas. Procurement is critical in facilitating the operations and the Group aims to build mutually beneficial relationships with the suppliers in the long run. The Group review the suppliers based on, price and payment terms, product and service quality, operation scale and geographical proximity to the production facilities. The Group took reasonable effects to conduct appropriate evaluation and assess the background information of the potential suppliers. The Group constantly monitor the performance of the suppliers, quotations from various suppliers are obtained to ensure the competitiveness of the pricing. Supplier failing to fulfil the requirements on product and services quality may caused the Group to remove the them from approved supplier list.

## Environment

The Group recognized the need and importance to conserve the environment. The Group believed that it can play a part in managing its internal environment through waste management, energy savings and water conservation. Environmental impacts to our Group’s business are primarily energy usage and paper consumptions.

The management took steps to conserve energy and reduced the consumption of electricity by increasing production during non-peak hours where the tariff was lower. Reduce paper consumption by encouraging the employees to prioritise electronic copies such as to share and store documents, and to reduce printing or photocopying. Employees are encouraged to practice 3 R’s – Reuse, Reduce and Recycle in their daily activities both in the office as well as in the factory to improve our energy savings as well as reduce paper consumption.

## SUSTAINABILITY STATEMENT (cont'd)

The Group was committed to implementing a culture of safety and health. This helped to enhance not only the working environment but also to protect and conserve the environment for the future generation. In this respect, all scrap copper wires were collected and sent for recycling.

The Group also ensured strict compliance with all environmental regulations and laws such as, matters concerning the Akta Kualiti Alam Sekeliling (1974) (Malaysia).

### Social

The Group recognises the human capital is the main impetus towards achieving its goals. The management carried out the following steps:

- Monthly performance evaluation to reward employees' contributions through increment and performance bonus annually.
- Ensure competitive market remuneration package through benefit review exercise.
- Arrange various in-house training or developmental programs to equip its employees with the required skills and knowledge to stay ahead.

The Group ensured that the safety, health and welfare of all employees were not compromised by consistently promoting a quality work environment and a healthy and safe workplace through various awareness campaigns which were in line with the established Occupational Safety and Healthy Policy.

In ensuring that safety and health were maintained at the highest level, there were ongoing efforts to promote an awareness of the corporate philosophy. This meant that all staffs adhered to the 6S concepts of Seiri (means Organise), Seiton (means Neatness), Seiso (means Cleaning), Seiketsu (means Standardization), Shitsuke (means Discipline) and Safety to improve the workplace all of which to ensure that employees' safety and health were duly protected at work.

The Group's contributions in the social sector include generating employment and business opportunities in its areas of operations. It also strives to provide a safe working environment for all its employees and business partners and also continued with its commitment to provide community services especially concerning children. As an example, it donated on an annual basis to the World Vision, a non-profit organization. During the year, The Group visited the orphanage home located in Alor Gajah with gifts and contributed towards their daily needs such as diapers, washing powders and detergent, wall fans and cleaning equipment. This visit was part of the Company's continuous effort in community services to help and spread joy with the less fortunate in our society.