

## **SUSTAINABILITY STATEMENT**

*(Paragraph 30, Appendix 9C & Paragraph 6.1, Guidance Note 11, ACE Market Listing Requirement)*

### **Introduction**

The Board of Directors acknowledges the importance of corporate social responsibility (“CSR”) and strives to fulfil the expectation of its stakeholders by enhancing its social, environmental and economic performance while ensuring the sustainability and operational success of the company.

Sustainability is an integral part of the Group’s business and the Group’s corporate responsibility practices focus on four areas - Environment, Workplace, Market Place and Community, which aims to deliver sustainable value to society at large.

#### **(I) Environment**

The Group recognizes the impact of its day to day business on the environment. As such, the Group is committed by implementing environmentally friendly work processes while raising the environmental awareness among its staff. The Group adopts the environmental best practices in its construction and integrated facilities management processes. The Group strive towards compliance to Occupational, Safety, Health and Environment requirement as a testament to the Group’s commitment to ensuring environmental sustainability. The subsidiaries of the Group’s also hold the ISO certification issued by the Bureau Veritas Certification (Malaysia) Sdn. Bhd. (1) Provision of Comprehensive Building Facilities Management Services and (2) Head Office: Management and Administration Activities for Building Facilities Management Services which consists of ISO 50001:2011; ISO 9001:2015; ISO 14001:2015; and OHSAS 18001: 2007.

#### **(II) Workplace**

The greatest asset at WGB is the people – the talents. The Group believes that employees are key resources that drive long term and sustainable organizational successes. With this in mind, the Group places priority on employee rights and opportunities, occupational health and safety, as well as talent development. As an equal opportunity employer, the Group does not tolerate discrimination of any kind, and employee performance is assessed on merit basis. The Group also fully complies with the employment laws in Malaysia, including but not limited to, Employment Act 1955, Employment (Restriction) Act 1968, Minimum Retirement Age Act 2012, Minimum Wages Order 1966 and Occupational Safety and Health Act 1994.

On workplace diversity, the Group respects the different cultures, gender and religions of the employees as we understand that the diversity and differences give us broader range of competence, skills and experience to enhance the capabilities to achieve business results which is important for the overall business sustainability. Thus, the Group is committed to provide the staff an environment of equal opportunity to strive while promoting diversity in the workforce.

The health and safety of employees are of paramount importance to the Group. In compliance with the Occupational Safety and Health Act 1994, we have health and safety policy in place to create a safe, pleasant and conducive working environment for the employees. The policy is regularly reviewed and updated to reflect the latest best practices in the industry.

Continuous talent development is another critical aspect at the Group. In order to optimize employee talents and capabilities, various in-house trainings, external training programmes and seminars are provided periodically to all employees to enhance their knowledge and skill while promoting a motivated working team and fostering a closer relationship with each other.

The Group also encourages employees to participate in sports and fitness programmes outside working hours such as badminton, futsal and bowling.

### (III) Services

As an investment company which principally involves in construction and integrated facilities maintenance activities, the quality services, guaranteed customer satisfaction and strategic partnership always played a pivotal role at WGB. The quality services has not only pushed WGB forward and become more competitive and efficient but it has also broken down the barriers of the industry field. The Group also recognises the crucial role of these capabilities could play in ensuring corporate and community sustainability. The Group's service team deliver at their best to be more efficient and effective. This in turn, allows the services to be marketed and well-known. This creates sustained excitement in the market for WGB's services and contributes toward the overall sustainability of the Group. WGB shall continue to invest in construction and integrated facilities management activities with the aim to create value for stakeholders, to remain competitive and ensure sustainability, as well as to benefit the society.

### (IV) Market Place

The Group is committed to ensure that the interests of all its important stakeholders – shareholders, analysts, bankers, customers, suppliers, authority bodies and public are being taken care of. The Group emphasises on good corporate governance practices, transparency and accountability to meet shareholders' expectations.

The Group's corporate website, [www.widadgroup.com](http://www.widadgroup.com), provides up-to-date and reliable information about the Group's business activities. Under the "Investor Relations" section, the stakeholders would find, amongst others, the Group's corporate information, latest financial information such as annual reports, quarterly results, corporate governance, as well as announcements to Bursa Malaysia Securities Berhad and media articles.

#### (V) Community

The Group recognizes the co-relationship between business growth and social well-being and welfare. Therefore, in fulfilling its corporate responsibility to the community in which it conducts its business, the Group is obligated to nourish and improve the quality of the society at large. The Group also strive towards the aim to ultimately create a sustainable integrated facilities management and construction activities. While the Group sustain for peak efficiency in customers' facilities as well as maintaining the safety and comfort, the integrated facilities management and construction provides job opportunity for the locals with the intention to introduce economic sustainability to the relevant public.

Over the years, Widad Group Berhad has embarked on several Corporate Social Responsibility (CSR) initiatives that are meant to empower the liveability of the community and environment through the establishment of Yayasan Royal Widad and involvement in community welfare projects such as Kembara Widad which seeks to provide public awareness to the rural area community that needed support, Widad Life Savers Blood Donation drive, Kayuhan Amal Chefs Funride, as well as some of the CSR programmes via collaboration with Widad University College where the programmes emphasizes on the students' participation and their need to serve the community.

In summary, the Group shall continue to fulfill its corporate social responsibility to enhance the community sustainability.

Moving forward, we will tap more opportunities to build a robust portfolio by integrating material Economic, Environmental, Social ("EES") considerations into our operations. Meanwhile, we will continue to embrace sustainable practices, technologies and behavior at individual and organisational levels, motivating employees, our partners and our networks to support our commitment to minimise EES risks and impact, contributing to the welfare of all stakeholders.