

1. Objectives and Scope

The Press Metal Aluminium Holdings Berhad's "(PMAH)" Supplier Code of Conduct "Codes" is based upon internationally accepted and promoted principles for ethical and legally compliant business practices. As part of PMAH's continued commitment to sustainable and ethical business practices, our goal is to continually work with our business partners "Suppliers" to ensuring that PMAH values are reflected in our Supplier's conduct in their business. Although we acknowledge that there are different legal and cultural environments where our Suppliers operate, we believe that these Codes are common practice globally. We have developed our Supplier Code of Conduct based on PMAH's Code of Conduct. For further reference, refer to applicable section in our Code of Conduct that can be found at pressmetal.com.

2. Business Practices

- a. Suppliers are expected to comply with all applicable laws and regulations.
- b. Suppliers will not perform these but not limited to engage or be complicit in, or encourage any activity that would be an offence under any applicable laws relating to corruption and bribery, under the terms of the PMAH's Anti-Bribery and Anti-Corruption Policy;
- c. Suppliers will not perform there but not limited to request, accept, offer, give anything of value that may be used to provide undue advantage that influences decision makers or tender processes.
- d. Suppliers will uphold fair business standards in its activities and affairs while representing any kinds of products, services, and prices truthfully and accurately.
- e. Suppliers will not perform these but not limited to seeking to engage in any form of arrangement or agreement that would be a breach of applicable competition laws and regulations.

3. Human Rights and Working Condition

- a. Suppliers are expected to comply with all applicable laws and regulations with regards to working hours.
- b. Suppliers will not employ children below the age of 16 or any minimum age required by local laws and regulations at the Supplier's location of operation.
- c. Suppliers will not employ people against their will.
- d. Suppliers will provide a safe and secure working environment for all their employees.
- e. Suppliers shall respect the rights of their employees to associate freely and to bargain collectively.
- f. Suppliers will ensure that their employees are cared for as follows but not limited to being treated fairly and equally, are paid in a reasonable and timely manner.
- g. Suppliers will disallow any kind of harassment, discrimination, or abuse of their workers.
- h. Suppliers will respect local religious and cultural customs and the rights and integrity of local communities and indigenous people.
- i. Suppliers is expected to have community engagement to help social and economic development and to potentially impact the sustainability of communities where they operate.
- j. Supplier shall not purchase, trade, possess or use conflict minerals which are minerals where human rights violations and violent conflicts are occurring.

4. Environment

- a. Suppliers will seek to avoid any kinds of pollution and minimize emissions and waste production that is deemed unacceptable by the local environmental laws.
- b. Suppliers will seek to continuously improve and implement environmental friendly technologies and processes in their manufacturing processes or activities.

Tan Sri Dato' Paul Koon Poh Keong
Group Chief Executive Officer
29 December 2020

We hereby acknowledge the Press Metal Aluminium Holdings Bhd (Company No.: 1198171-H) Supplier Code of Conduct.

Name:
Designation:
Date:

Company Stamp