

Ralco Corporation Berhad

Code of Conduct & Principles

Standard of Business Conduct & Principles

This code of business conduct and principles serves to guide the operational standards that all the employees of RALCO Group of Companies follow, irrespective of locations. It complements the approach to corporate governance and corporate responsibility.

It prescribes values and principles that the Company commits to uphold to ensure that business practices and dealings that the Company has relationships with, whether internal or external are governed by honesty, integrity and respect.

Compliance with Laws, Policies, Rules & Regulations

All the companies and employees are required to comply with the laws and regulations of local governance in which it operates. In additional, all employees are expected to comply with head office policies, guidelines and procedures.

Employees Diversity, Non-Discriminatory & Safe Environment

Ralco is committed to a diverse and non-discriminatory work environment. The environment that operate shall be mutual trust and respect and every employee is responsible for the performance and reputation of the Company. The Company employ and promote employees on the sole basis of the qualifications and competency in work performance.

Ralco is committed to develop and enhance each employee's skills and competency. The Company is committed to ensure a safe and healthy working condition for all employees. Under no circumstances is any form of forced, compulsory, ender-aged or child labor used.

Ralco ensures that employees are safe from any form of sexual harassment and are free to report any misconduct. The Company assures that any report on any form of misconduct shall be treated with utmost confidentially and shall be dealt directly by a member(s) of the Senior Management.

Conflict of Interest

Conflicts of interest occurs when personal interests of an employee compete with interest of the Company. Therefore, all employees shall act in the best interest of the Company and avoid conflicts of interest. If thus results in an act of conflicts of interest that prevents them from acting in the best interest of the Company.

When conflicts exist, employee must disclose to the employee's superior or Human Resources to ensure that the situation is dealt with in a transparent manner.

Corporate Governance

Ralco conducts its operations in accordance with domestically and internationally accepted principles of good corporate governance. It will provide timely, regular and reliable information on its activities, structure, financial situation and performance to all shareholders and stakeholders.

Business Partnership

The Company is committed to establishing mutually beneficial relations with its suppliers, customers and business partners. It also expects its board of directors and the stakeholders adhere to business principles and conducts consistent at all times.

Social Responsibility & Community Involvement

Ralco is an integral part of society. It shall fulfill its responsibilities to the societies and communities in which it operates. The Company ensures safety of its products and care for the environment it operates in. Where feasible, is shall contribute to the general well-being of the society through its corporate and social responsibility initiatives.

Fair Competition & Anti-Trust

Ralco subscribes to vigorous yet fair competition and supports the development of appropriate competition laws. The Company and employees will conduct its operations in accordance with the principles of fair competition based on applicable regulations.

Business Integrity & Anti-Corruption

Neither the Company nor its employees shall give or receive, whether directly or indirectly, bribes or other improper advantages for business or financial gain. No employee may offer, give or receive any gift or payment which is, or may be construed as being, a bribe.

Any demand for, or offer of, a bribe must be rejected immediately and reported to Management. All accounting records and supporting document must accurately describe and reflect the nature of the underlying transactions. No undisclosed or unrecorded account, fund or assets will be established or maintained.