



## **RESERVOIR LINK ENERGY BHD**

### **SUSTAINABILITY POLICY**

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RLEB/CP-010	SUSTAINABILITY POLICY	25/08/2021	0
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	<b>PREPARED BY</b>	<b>VERIFIED BY</b>	<b>APPROVED BY</b>
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<b>DESIGNATION</b>	GENERAL MANAGER – CORPORATE SERVICES	CHIEF FINANCIAL OFFICER	

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## 1. INTRODUCTION

Reservoir Link Energy Bhd (“**the Company**”) and its subsidiaries (collectively known as “**the Group**”) to determine and establish Sustainability Policy based on the Company’s value which are mainly the beliefs, philosophies and principles that drive our business. We aim to provide high quality product and services to enhance value and return for our customers which are the commitment of the Company to achieving the sustainability goals.

## 2. PURPOSE

The objective of this Policy is to reaffirm the strategic importance of sustainability to Reservoir Link Energy Bhd. This policy is underpinned by the Group’s vision and mission and it reinforces our commitments to build a sustainable enterprise throughout the energy sector, focussed in Malaysia with equitable international presence that helps meet the country’s growing energy needs in a safe, environmentally responsible, social sensitive and profitable way.

We believe sustainability practices create value for our shareholders and position us to continuously improve our business performance. Our commitment to sustainability therefore starts with our Board of Directors and senior management and is reinforced at every level.

Our Board is climate change literate and actively engaged in overseeing Reservoir Link’s sustainability practices, working alongside senior management to evaluate various risks and global scenarios in making strategic decisions.

Our principles of sustainability are made up within three pillars: Economic, Environment and Social (“EES”).

## 3. OBJECTIVE

The Policy aims to achieve the following objectives;

- a) Endeavour to integrate the principles of sustainability into the Group’s strategies, policies and procedures;
- b) Facilitate the involvement, cooperation and oversight of the Company's Board of Directors ("Board"), the Senior Management and sustainability working teams in the implementation of the Policy, as well as the setting and monitoring of EES performance targets; and
- c) Fostering a sustainability culture within the Group and the community by developing a comprehensive set of sustainable practices within the EES principles.

## 4. AREAS OF FOCUS

### 4.1 ECONOMIC

We are committed in doing the right thing, ethical, and trustworthy manner, upholding our regulatory obligations as the essential part of the business on which the society is build. Bearing in mind our culture and core values in integrity, leadership, excellence and sustainability, we aim to:

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- a) To generate a sustainable return from our business while creating value for our stakeholders;
- b) To harness the technologies in order to provide highly reliable and cost-efficient services to client without compromising in quality and safety;
- c) To promote high business conduct through formalisation of governance structure and implementation of policies and procedures; and
- d) Incorporate EES considerations into the investment decisions and management to better anticipate risks, improve returns and contribute to the betterment of society and the planet.

## **4.2 ENVIRONMENTAL**

We recognise a shared responsibility to protect our planet. In doing our part to provide an environmentally conscious working environment and minimise the environmental impact, we aim;

- a) To integrate practices that embrace responsible energy and resource management in daily operation, which includes adopting carbon reduction strategies, optimising energy consumption, and using of green technologies, where practicable;
- b) To comply with environmental regulatory and legal requirements;
- c) To ensure hazardous and non-hazardous waste generated are minimal and well-managed; and
- d) To create an ever-increasing of environmentally sustainable awareness within the Group and stakeholders.

## **4.3 SOCIAL**

Given the worldwide span of our employees, clients, suppliers, and associate partners, we recognize the global reach of our business practices and our public accountability. We take seriously our responsibilities to protect and support the society where we live in order to improve lives and society as a whole. Hence, we aim:

- a) To provide a safe and healthy working environment through continuous training and awareness sessions;
- b) To provide an environment with equal opportunities and free from any form of discrimination for employees;
- c) Do not tolerate sexual harassment and any other forms of violence against women;
- d) To implement policies and programmes to attract and retain diverse talent;
- e) To continuously provide training and development while ensuring employees' compensation benefits and welfare are taken care of;
- f) To develop future workforce through offering of internship programme and employment opportunities upon completion of their education;
- g) To promote healthy lifestyle and foster employee loyalty through engagement activities and events; and
- h) To continuously support in charitable activities for those underprivileged.

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## **5. APPROVAL AND REVISION**

The Group will set a long term and short-term targets for our sustainability efforts. The targets must be along with metrics for measurement, tracking and reporting.

This policy shall be reviewed as and when necessary by the Board. All proposed amendments shall be submitted to the Board for approval in accordance with the needs of the Company.

This policy is approved by the Board of the Company and is applicable to the Group with effect from 25/08/2021 and revised on 25/08/2023.