

# SUSTAINABILITY CHARTER

Effective date: 1<sup>st</sup> January 2023



ComfortRubberGloves

# TABLE OF CONTENTS

|                            |          |
|----------------------------|----------|
| <b>INTRODUCTION</b>        | <b>3</b> |
| <b>OBJECTIVE</b>           | <b>3</b> |
| <b>PRIMARY COMMITMENTS</b> | <b>4</b> |

## **INTRODUCTION**

Comfort Gloves Berhad (“CGB” or “the Company”) and its subsidiaries (“the Group” or “CGB Group”) believe that sustainable business operations are vital in meeting the present needs of the Group while not compromising the ability of our future generations in meeting their future needs. It is our desire to fortify the presence of the latter in all initiatives carried out by CGB Group.





In this respect, we have strategically mapped ten (10) UNSDGs that relevant to our material sustainability matters and have developed the corresponding sustainability initiatives in the following table. These sustainability initiatives are therefore practical and proactive, with clearly defined goals and milestones that are reviewed regularly. In doing so, the Group strives to be a responsible manufacturer, valued employer as well as a socially responsible corporate citizen.

To monitor our sustainability performance, a detailed and goal-oriented checklists have been established which set out benchmarks for the measurement of our performance. This is in line with the Group’s determination to make our own contribution, as acknowledged stewards, of the planet’s finite resources and along with those that come through our doors.

## **OBJECTIVES**

The main function of this Sustainability Charter is to provide guidance to the Board of Directors, Board of Sustainability Committee, the Sustainability Department and management in the implementation of the sustainability strategies within the Economic, Environment and Social (“EES”) pillars of the Group.

# PRIMARY COMMITMENTS

| Primary Commitments  | Sustainability Initiatives   |
|--|--|
| <b>ECONOMIC</b>  |  |
| <ul style="list-style-type: none"> <li>Financial Performance</li> </ul>   | <ul style="list-style-type: none"> <li>To sustain business via new products development, improve production efficiency, enhance market presence and increase asset base.</li> </ul>  |
| <b>ENVIRONMENT</b>   |  |
| <ul style="list-style-type: none"> <li>Waste Management &amp; Recycling</li> <li>Energy Management</li> <li>Water Management</li> <li>Emission Management</li> <li>Managing Environmental Impact and Compliance</li> </ul>                                     | <ul style="list-style-type: none"> <li>To adopt proper waste management and recycling practices.</li> <li>Using renewable energy i.e., Solar PV system to reduce electricity consumption.</li> <li>Rainwater harvesting method to limit the usage of river water and JB water and invested in own raw water treatment plant converting river water into clean water for own consumption.</li> <li>Target to reduce emissions based on the Scope 1, 2 &amp; 3 of emissions management</li> <li>To utilize natural resources diligently and efficiently.</li> <li>To strictly comply with environmental regulations and maintain one Environmental Responsibility Program among employees on an annual basis.</li> </ul> |
| <b>SOCIAL</b>  |  |
| <ul style="list-style-type: none"> <li>Employee Health &amp; Safety</li> <li>Employee Working Conditions &amp; Labour Practices</li> <li>Empowering Local Communities</li> <li>Supporting Human Rights</li> <li>Diversity, Equity &amp; Inclusion</li> </ul>  | <ul style="list-style-type: none"> <li>To create a safe, healthy, diverse, and inclusive workplace.</li> <li>To provide on-going training programs and employment-related assistance for employees.</li> <li>To connect with and contribute to the community.</li> <li>The Company is a strong advocate for human rights in accordance with Malaysian labour laws and international standards.</li> <li>The Company is committed towards promoting the values of diversity to ensure that the recruitment process is based on merit and fairness. All our employees are treated with equal respect and opportunities irrespective of race, gender, age, religion, nationality, and background.</li> </ul>              |
| <b>GOVERNANCE</b>  |  |
| <ul style="list-style-type: none"> <li>Compliance with Regulations &amp; Standards</li> <li>Anti-Bribery and Corruption (ABAC)</li> </ul>   | <ul style="list-style-type: none"> <li>To strictly adhere to all applicable laws and regulations.</li> <li>To continuously promote ethical business practices and maintain high standards of corporate governance.</li> <li>All suppliers are required to comply with the Company's policies as well as the Code of Conduct and Business Ethics.</li> <li>Committed to conducting our business free from any and all forms of corruption.</li> </ul>   |