

**NETX HOLDINGS BERHAD**  
**Company Registration No. 200001030834 (533441-W)**

**CORPORATE SOCIAL RESPONSIBILITY POLICY**

The Company is consistent in its Corporate Social Responsibility (CSR) agenda, and is committed to employing responsible practices with regard to the development and improvement of its employees, the environment as well as in our local communities.

The Company employees are the greatest assets of the Group. As much as the Company commits to give back to the society, the Company also commits significant resources in nurturing human talents, technical skills upgrading, career development programs and lifelong learning. The Company aims to instill good civic values so that the employees too can act as ambassadors in advancing the worthy causes.

This policy is to conduct the Company's business operations according to best industry standards and practices. Integrity is a core element of the Company's business and operational competency model. A key feature of this is that all business interactions will be discharged in a socially responsible manner. The goal is to behave ethically and with integrity in the communities where the Company operates directly and indirectly, and to respect cultural, national and religious diversity.

This policy is to be assessed, reviewed and updated annually, with the assistance and advice from the Company Secretary, in accordance with the needs of the Company and as and when there are changes to the regulations that may have an impact on the Board in discharging its responsibilities. Any change and or updates to the policy shall be recommended to the Board for approval.

**1. ENVIRONMENT HEALTH AND SAFETY**

The Company is committed to protecting the health and safety of all individuals affected by the Company's activities, including the Company's employees, vendors and the public, and will not compromise the health and safety of any individual.

The Company is committed to environmental protection and stewardship.

The Company recognises that pollution prevention, biodiversity and resource conservation are key to a sustainable environment and will effectively integrate these concepts into our business decision-making.

All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes and for operating in an environmentally responsible manner.

## **2. SOCIAL ACCOUNTABILITY**

The Company is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations and to promote confidence in the Company's governance systems.

The Company will conduct its business in an open, honest and ethical manner.

The Company recognises the importance of protecting all of our human, financial, physical, informational, social, environmental and reputational assets.

The Company will advise partners, contractors, and suppliers of the Company's CSR Policy, and will work with them to achieve consistency with this policy.

The Company is committed to measuring, auditing and publicly reporting performance on its CSR programs.

## **3. SUSTAINABILITY**

### **Stakeholder Relations**

The Company will engage with stakeholders clearly, honestly and respectfully.

The Company is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, employees, governments, regulators and landowners, among others.

### **Employee Relations**

The Company will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.

The Company is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

## Human Rights

The Company recognises that governments have the primary responsibility to promote and protect human rights.

The Company will work with governments and agencies to support and respect human rights within our sphere of influence.

The Company will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

The Company will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

## 4. DISCLOSURE

Pursuant to Chapter 9 of the ACE Market Listing Requirements (Appendix 9C, item 30) the Company is required to provide a narrative statement of the Company's management of material economic, environmental and social risks and opportunities~~description in its annual report of the CSR activities or practices undertaken by the Company and its subsidiaries or if there are none, a statement to that effect.~~

The same information can be obtained from the Company's website, [www.netx.com.my](http://www.netx.com.my).