



GROUP ESG (ENVIRONMENTAL, SOCIAL & GOVERNANCE) POLICY

Effective Date: November 2025

Prepared By: Head of Human Resource and Administration

Approved By: Board of Directors

Applies To: Rentak Segar Group and all its subsidiaries ("the Group")

ESG (ENVIRONMENTAL, SOCIAL & GOVERNANCE) POLICY

1. Introduction

Rentak Segar Group (“**the Group**”) is committed to operating responsibly and sustainably in line with the expectations of our stakeholders, industry best practices, and applicable Malaysian laws and regulations. This ESG Policy outlines the Group’s commitments to managing our environmental footprint, supporting the well-being of our employees and communities, and upholding the highest standards of governance and ethical conduct.

This Policy applies to all employees, directors, contractors and business partners across the Group.

2. Environmental Commitment

Rentak Segar Group recognises the importance of environmental protection and is committed to minimising the environmental impact of our operations.

We aim to:

- Comply with all relevant environmental laws, regulations and guidelines.
- Promote efficient use of energy, water and resources in all operations and project sites.
- Reduce waste generation and encourage proper waste segregation, recycling and safe disposal.
- Prevent pollution through responsible handling of materials, chemicals and equipment.
- Implement environmentally responsible practices in procurement and project management.
- Support initiatives that contribute to environmental preservation and sustainable development.

3. Social Commitment

The Group is committed to cultivating a safe, inclusive and supportive environment for employees, customers and the communities in which we operate.

We aim to:

- Provide a safe and healthy workplace by adhering to established health and safety standards.
- Promote a culture of safety awareness through training, supervision and enforcement of safety practices.
- Respect human rights and comply with labour laws, including fair working conditions and non-discrimination.
- Foster diversity, equal opportunity and a workplace free from harassment.
- Support employee development through continuous learning and capacity-building opportunities.
- Engage with local communities in a respectful and responsible manner.
- Uphold ethical behaviour in all business relationships, including with customers, suppliers and partners.

4. Governance Commitment

The Group is committed to maintaining strong governance, transparency and ethical practices in all aspects of our business.

We aim to:

- Comply with all applicable laws, regulations and industry standards.
- Uphold integrity, honesty and accountability in all dealings.
- Enforce the Group's Code of Conduct & Ethics, Anti-Bribery & Anti-Corruption Policy and other related governance policies.
- Ensure transparent, responsible and ethical decision-making across all levels of management.
- Prevent bribery, corruption, fraud and unethical behaviour within the organisation and supply chain.
- Protect confidential information, personal data and intellectual property.
- Promote responsible procurement by engaging suppliers who share the Group's ethical and sustainability values.
- Encourage the reporting of concerns or misconduct through confidential whistleblowing channels, with assurance of non-retaliation.

5. Implementation & Continuous Improvement

Rentak Segar Group is committed to embedding ESG considerations into business strategies, daily operations, and stakeholder engagement activities.

We will:

- Communicate this Policy to all employees and relevant stakeholders.
- Review and update the Policy periodically to ensure alignment with evolving sustainability practices and regulations.
- Strengthen processes and systems that support ESG integration across projects and operations.
- Encourage all employees and partners to contribute to the Group's sustainability journey.