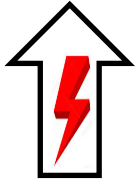


Sustainable Supply Chain Management

3rd October 2023

The D&O Group's Sustainability Policy is guided by 17 Sustainable Development Goals ("SDGs") developed by United Nations to address a range of social and economic development issues. The Group's sustainability efforts covered its supply chain in the environmental and social aspect.

- **Environment** – the responsibility to conserve natural resources and protect global ecosystems to support health and wellbeing, now and in the future. Suppliers are committed to comply with all applicable laws and proactively reducing the overall environmental impact of operations.
- **Social** – creating sustainable successful places that promote wellbeing, by understanding what people need from the places they live and work. A commitment to human rights standards including safe and healthy working conditions are necessary from the suppliers to ensure that they are at a minimum adhering to all applicable laws.
- **Governance** – systems and practices that guide how a company is directed, managed, and controlled to ensure that a company operates transparently, ethically, and in the best interests of its stakeholders. Suppliers are required to uphold the highest standards of ethics, integrity and legal compliance in all business dealings.



Efficiency

Energy Consumption and Greenhouse Gas Emissions

Suppliers will implement a comprehensive energy efficiency strategy that include the use of renewable energy and energy efficient equipment to meet D&O Group’s objective to reduce greenhouse gas emissions (“GHG”) within its supply chain. Selective Suppliers shall provide their Scope 2 GHG emissions reporting data to Dominant upon request. Scope 2 GHG emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling.



Water Quality and Consumption

Suppliers will develop a program or systems to reduce water usage and promote water recycle. Supplier with manufacturing facilities shall possess a proven industrial effluent treatment system that ensures wastewater discharge complies to the local legislation requirement.



Air Quality

Suppliers operating manufacturing facilities are responsible for overseeing their air pollution control systems to ensure adherence to local legislative mandates, either meeting or surpassing the specified requirements.



Waste Reduction

Suppliers support the use of sustainable natural resources and promote recycling to reduce waste.



Noise Pollution

Suppliers shall monitor and work to minimise the level of industrial noise pollution.



Conflict

Conflict Mineral

Suppliers must responsibly source its minerals and avoid "conflict minerals" throughout their supply chains. Conflict minerals are usually minerals or their derivatives that are sourced from regions where armed conflict, human rights abuses, or environmental harm occur.



Material Management

Suppliers must avoid using restricted substances in manufacturing processes and finished products and to comply to the local legislation requirement. Suppliers shall comply to European Union's Restriction of Hazardous Substances ("RoHS") and Registration, Evaluation, Authorisation, and Restriction of Chemicals ("REACH").



ISO14001

Selective supplier shall be ISO14001 certified.



Forced Labour and Child Labour

Forced labour in any form will not be tolerated and the age of employment for young workers must meet the local legislation requirement.



Unlawful Discrimination

Suppliers will provide equal opportunity and discourage any form of discrimination including discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, or marital status in hiring and employment practices such as promotions, rewards, and access to training in the workplace or on the job.



Working hours

Suppliers will comply to the working hours (including overtime) requirements defined by local statutory labour law.



Wages and Benefits

Suppliers will offer pay and benefits that is fair and competitive within each local business and industrial markets they are participating. Compensation paid to workers shall comply with all applicable laws, including those relating to minimum wages, overtime hours and legally mandated benefits.



Humane Treatment

Supplier will practice no harsh and inhumane treatment including any form of harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment.



Safety and Health

Suppliers will ensure the working environments are safe, healthy and environmentally friendly for their employees and business associates.



Communication

Suppliers shall promote continuous two-way communication with their employee to ensure ideas, concern and problems being identified and resolved amicably as a team.



Continuous Development

Suppliers shall strive to identify and satisfy the needs of employees to continuously develop their knowledge, skills and competency for personal development and corporate excellence.



Freedom of Association and Collective Bargaining

Suppliers' employee shall given the right to freedom of association and collective bargaining.



Business Integrity

Supplier agreed to comply to D&O Group's Anti-Bribery & Corruption Policy and ensure that all business dealings should be transparently performed and accurately reflected on records. D&O Group adopt zero tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement (covering promising, offering, giving or accepting any bribes).



Disclosure of Information

Suppliers will ensure that information regarding business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and industry practices.



Fair Business, Advertising and Competition

Suppliers will uphold standards of fair business, advertising and competition in accordance with all applicable anti-trust or fair competition laws and regulations.



Conflict of Interest

A conflict of interest will undermine the values of good faith expected from the suppliers. Suppliers must therefore avoid any appearance of impropriety in the conduct of business.



Anti-Money Laundering

Suppliers will adopt fundamental principle that money laundering practice is strictly prohibited.



Export Controls and Economic Sanctions

Suppliers will comply with applicable restrictions on trading including the export or re-export of goods, software, services and technology involving certain countries, regions, companies or entities and individuals.



Preserve Confidentiality, Privacy and Cyber Security

Suppliers will uphold highest standard in the preserving confidentiality to ensure employees, customers and business partners receives such information on “need to know” basis and to observe the confidentiality and privacy of such information. Suppliers shall also implement security controls and monitoring systems to protect and respond to security incidents and have a process to manage emerging and evolving cyber security risks.



Intellectual Property

Suppliers is committed to treat all assets belonging to their clients, including intangible, intellectual properties and electronic assets, in a responsible and appropriate manner and only for legal and authorized purposes.



Whistleblowing

Suppliers shall implement whistleblowing mechanism including whistleblower protection and non-retaliation stance on the whistleblower.



Known Quality Problems and Counterfeit Parts

Suppliers shall inform Dominant immediately for any quality problem identified and work cooperatively to resolve the problem. Further, suppliers shall have appropriate controls in place to prevent the introduction of counterfeit and/or diverted parts and materials into their products or products sold to Dominant. If a supplier suspects that these parts or materials have been included in products sold to Dominant, it shall notify Dominant immediately.

Sustainable Supply Chain Management – Verification and Audit



D&O Group's existing suppliers are requested to provide confirmation/certification of compliance with this Sustainable Supply Chain Management.

D&O Group's new suppliers will be notified with this Sustainable Supply Chain Management and the new suppliers are required to provide confirmation/certification of compliance before engagement.

D&O and its subsidiaries reserves the right to audit the suppliers and/or request information to confirm compliance with this Sustainable Supply Chain Management.

Reports of violations or suspected violations of this Sustainable Supply Chain Management can be made anonymously to auditcommittee@do.com.my