

**CGB**  
**Central Global Berhad**  
201801036114 (1298143-T)

**SUPPLIER CODE OF CONDUCT**

Dear Suppliers,

**RE: CODE OF CONDUCT FOR SUPPLIERS OF CENTRAL GLOBAL BERHAD**

In line with the Company's effort in upgrading the social responsibility of our Supply Chain practices, the code of conduct had been developed for all suppliers to comply.

The code of conduct defines the basic requirement of Central Global Berhad's supplier of goods and services on the activities that are strictly prohibited as well as respective responsibilities towards their stakeholders and the environment.

It is the obligation of the Supplier to review the code of conduct and understood it and send us your declaration of acceptance and compliance via acknowledge form.

Thank you.

## **CODE OF CONDUCT FOR SUPPLIER'S DECLARATION**

At Central Global Berhad, it is important that our business associates share our corporate values and support us in the enforcement of our corporate culture. The following are the basic principles and fundamental ethical standard to promote acting with integrity, honesty and compliance with applicable laws and regulations.

### **1. Legal Compliance**

In addition to the legal standards mentioned in this Code, suppliers will comply with all other applicable laws on anti-bribery, fraud and corruption in the provision of products and services to Central Global Berhad. Central Global Berhad expects Suppliers to implement systems and controls to promote compliance with applicable laws and the principles set forth in this Code. Suppliers should also apply these or similar principles to the subcontractors and suppliers work with in providing goods and services to Central Global Berhad.

### **2. Bribery and Corruption**

Suppliers will comply with all the anti-corruption principles:

- (a) Committing to promote values of integrity, transparency, accountability and good corporate governance;
- (b) Strengthening internal systems that support corruption prevention;
- (c) Fighting any form of corrupt practice; and
- (d) Supporting corruption prevention initiatives by the Government and the local authorities;

to the best of our knowledge (collectively referred to as "The Requirements").

A 'zero tolerance' policy towards any form of bribery, corruption, extortion and embezzlement. In particular, Suppliers shall not pay bribes or make any other inducement, including kickbacks, facilitation payments, excessive gifts and hospitality, grants or donations in relation to their business dealing with customers and public officials. Suppliers are expected to perform all business dealings transparently and these dealings shall be recorded accurately. Suppliers shall ensure the subsidiaries, affiliates and all other parties appointed by the Supplier to conduct work for Central Global Berhad also comply with The Requirements.

Suppliers have not been convicted nor are the subject of any investigation, inquiry or enforcement proceedings by the relevant authorities of any actual or suspected breach to The Requirements and will report any actual or suspected breach to The Requirements as soon as reasonably practicable and to the extent permitted by law, to Central Global Berhad.

### **3. Human Rights**

Suppliers will conduct business in a way that respects the human rights of all people and treat them fairly, in accordance with all applicable laws. Central Global Berhad do not tolerate the occurrence of involuntary labour, child labour, prison labour, bonded labour or human trafficking in our operations or supply chain. Suppliers must conduct the activities with reasonable steps to identify, prevent and manage human rights impacts in the operations, controlled entities and any incidents must be reported.

### **4. No Discrimination**

Suppliers are committed to equal employment opportunity and not to discriminate on the ground of race, colour, gender, national origin, sex orientation, religion, age, disability status or any other personal characteristic unrelated to job performance and will comply with all applicable employment discrimination laws. This also applies to the treatment of other counterparties.

**5. Harassment**

Suppliers are prohibited any form of harassment, including sexual harassment and bullying of any employee on the basis of any status protected by law. It can be in the form of physical, verbal, visual or any conduct toward a person that is unwelcomed by that person and has the purpose or effect of creating an intimidating, hostile or offensive work environment. This include the conduct of anyone in the workplace, such as employees of Central Global Berhad and non-employees.

**6. Security**

Suppliers shall ensure that all necessary security arrangements are in place to protect their employees. Suppliers are expected to have a management policy in place to be able to respond to emergencies timely and efficiently.

**7. Conflicts of Interest**

Suppliers are required to avoid any activity or association that creates or appears to create conflicts that may arise in the performance of work and in any related business decisions. It can be involved both financial and non-financial interests.

**8. Environment**

Suppliers will comply with sustainability and all applicable environmental laws includes efficient use of resources and respect for the environment.

**9. Health and Safety**

**9.1 Substance Abuse**

Suppliers must be free from the influence of alcohol or any other substance in order to perform the jobs safely and effectively.

**9.2 Workplace Violence**

Suppliers must ensure workers do not act or threats of violence in the workplace. Weapons are not permitted in Company premises or while conducting business on behalf of the Company.

**9.3 Protect Health and Safety**

Suppliers will comply with all applicable workplace health and safety laws including appropriate controls, training, work procedures and personal protective equipment.

**10. Consequence of breach**

10.1 In the event that Vendor is in breach of any of the above sections, Central Global Berhad may immediately revoke the contract award or terminate the contract for the business transactions without any liability whatsoever on the part of Central Global Berhad to the Vendor. This is without prejudice to any other rights or remedies that Central Global Berhad may have or any other appropriate action which the Central Global Berhad may seek under the terms of the applicable tender/ contract or applicable laws and regulations.

10.2 Should any person attempt to solicit any bribe or advantage (whether financial or otherwise) from the Vendor or any other person connected to the Vendor either as an inducement or incentive to be selected or as a reward, gift or bonus for being selected in the business transactions, or where the Vendor has reasonable grounds to suspect any breach of the obligations in this Supplier Code of Conduct, the Vendor will report such act to Central Global Berhad as soon as reasonably practicable.