

CORPORATE SOCIAL RESPONSIBILITY POLICY

CSR Statement

1. The Corporation is committed to carrying on our business and affairs in a socially responsible, sustainable and meaningful way, taking into account ethics, the environment and society at large.

What CSR means

2. The Corporation regards CSR as:
 - a strategic means to make a positive contribution to our business success;
 - part of our plan to continue to build trust and public confidence in our organization through public awareness and strong stakeholder engagement;
 - part of our plan to generate teamwork among employees and pride and commitment in the Corporation.

Objective of this Policy

3. This Policy sets out direction and boundaries of the Corporation's CSR work.

Core Themes

4. The Corporation will focus its commitment and contributions along the lines of the following core themes:

- (i) *Employee well-being*

The Corporation is committed to:

- a safe and healthy workplace for its employees, suppliers and communities;
- treating its employees fairly and provide adequate training and competitive compensation; and
- providing a workplace free of harassment based on color, religion, sex, national origin, ancestry, age, disability or veteran status.

The Corporation is also committed to support our employees in their charitable contributions or community work, provided that it complies with the guidelines of the Corporation (in paragraph 5) in that regard.

(ii) *Community involvement*

The Corporation is committed to:

- community involvement in line with this Policy, especially in the area of education;
- encouraging our employees' involvement in the community;
- encouraging member institutions and their employees to participate in community work.
- seeking innovative ways to perform our social responsibilities.

(iii) *Environmental protection*

The Corporation's work is mostly carried out in its office. Although the impact of the Corporation on the environment is not large, the Corporation is nevertheless committed to sound business practices and will, where practical, minimise the impact by the Corporation on the environment.

Guidelines

5. The Corporation may support any causes, activities, projects or events that are in line with our core themes including community or charitable work which:
 - (i) are relevant to Malaysians; and/or
 - (ii) involves our employees either as office bearers or as active individual contributors.

6. The Corporation may support its employees' participation in charitable activities or community work of any kind and in any reasonable manner including any of the following:
 - (i) giving donations in cash or kind;
 - (ii) providing contributions in kind, such as administrative support;
 - (iii) participating in programs initiated by, or involving, its employees or officers;
 - (iv) allowing employees reasonable time off to carry out charitable activities or community work, provided such involvement does not create a real, potential or apparent conflict of interest or adversely affect work performance.

As a minimum, the Corporation will match employee donations and funds raised by employees for the specifically identified corporate cause(s) for each year.

7. The Corporation will:
 - participate in, and contribute to, charitable causes or community work impartially and without prejudice in terms of race, gender, ethnicity or religion;
 - provide corporate support in a way that minimizes any inference or perception of a conflict of interest.
8. Unless otherwise authorized by the Board of Directors, the aggregate amount of contribution in monetary terms for each year will be the sum budgeted for in the Board-approved Corporate Plan.
9. Contributions may only be made for entities which use the funding or assistance for the benefit of Malaysians and within Malaysia.

What the Corporation will not support

10. The Corporation will not support or contribute to any cause, activity, project or event that:
 - (i) does not correspond with the core themes and this Policy;
 - (ii) relates to political parties or political groups or their representatives;
 - (iii) is not well-managed or sustained;
 - (iv) goes against the Corporation's Corporate Values; or
 - (v) is suspicious or dubious in nature.