

B E S H O M

BESHOM HOLDINGS BERHAD

(Registration No. 202101001114 (1401412-A))

Sustainability
Responsible Sourcing Policy

Beshom Holdings Berhad and its subsidiaries (the “Beshom Group”) is committed to conducting its businesses in a lawful and ethical manner and to driving and upholding Beshom Group’s corporate values. We believe a responsible sourcing could eliminate sustainability risks in the supply chain. It helps our customers and the society we serve to feel confident that the products they purchase are sourced from responsible managed resources and responsible suppliers or vendors. This is a voluntary commitment to take into account social and environmental considerations when managing relationships with suppliers and vendors. This Responsible Sourcing Policy (“this Policy”) shall apply to all stakeholder affected by our procurement activities and relationships including directors, employees, business partners, suppliers, workers in our operations and supply chains.

1. Purpose

The purpose of this Policy is to outline the principles and commitment statement adopted by Beshom Group. This Policy will be used to engage with our suppliers and / or vendors to ensure that both our expectations are aligned. We will use this Policy as the basic principle for procurement consideration, audits or reviews during site visits to help identify issues of concern and opportunities for continuous improvement.

2. General Requirements

The general requirements described below are not exhaustive and does not address every possible situation. Our suppliers and / or vendors are obliged to familiarise themselves with Beshom Group’s Code of Business Ethics for Suppliers and Business Associates and all applicable policies, procedures, laws, and regulations of the countries in which they operate. Suppliers and vendors should communicate this Policy to their suppliers and / or vendors and where reasonably practicable, extend the principles of this Policy through their supply chain.

Labour Standards	• Legal minimum working age and minimum wage • Respect dignity and Human Rights of all individuals • No forced labour/ trafficked labour/ child labour • No excessive working hours • Non-Discriminatory practices and Equal Opportunity • Right to Freedom of Association and Collective Bargaining
Environment	• Environment Management & Protection to prevent pollution • Climate Change - manage and control GHG emissions • Manage and control of energy and water usage • Resource and Waste Management • Safety and Healthy workplace
Business Ethics	• Anti-Bribery and Anti-Corruption • Gifts, Entertainment, and Travel Policy • Whistle-Blowing Policy • No Facilitation of Payment • Confidentiality and Data Integrity • Protection of Intellectual Properties • Fair Competition

3. Implementation and Monitoring

Our approach to responsible sourcing is guided by an integrated strategy that encompasses key areas of our operations. We focus on identifying and prioritising potential sustainability risks, and effectively allocating the necessary resources to ensure alignment with our responsible sourcing objectives.

We are committed to continually improving our responsible sourcing practices through stakeholder feedback, regular policy reviews, update specifications to align with evolving standards and employee training.

4. Review of this Policy

This Policy shall be reviewed by the Company periodically or at least once in three years.