



Feytech Holdings Berhad

Registration No. 202301013791 (1507713-V)

Sustainability

Policy & Guidelines

Adopted by Board: 13th September 2023

POLICY and PROCEDURE		
Ref No:		
Applicable To:	Feytech Holdings Berhad	
Revision No:	Version 1.0	Effective Date: 13 th September 2023

1. Introduction

Feytech Holdings Berhad and its subsidiaries (“Feytech Group”, “the Group”, “we” and “our”) listed below are driven by a singular vision, “To be a world leader and trendsetter in terms of innovation, design and quality in the automotive leather trim industries”. We align our sustainability strategies with this vision, aspiring to embed ESG values in our business operations while upholding our mission of “Combining people innovation with most cutting-edge manufacturing solution and providing best design with highest quality product to customers”.

To achieve this vision, we recognize the importance of integrating environmental, social, and governance values into our business operations. We understand that excellence in product design and manufacturing must be accompanied by a deep commitment to sustainability and responsible practices. Therefore, our mission is rooted in the combination of people innovation and cutting-edge manufacturing solutions, all while providing our customers with the best design and highest quality products.

The subsidiaries companies are:

- Feytech Sdn Bhd
- Gosford Leather Industries Sdn Bhd
- Trimex Distribution (M) Sdn Bhd
- Gosford Leather Trim (S) Pte Ltd
- Trimex Automotive (AUS) Pty Ltd

2. Purpose

This Policy has been established to serve as a guide to maintaining ethical behavior and responsible business practices within Feytech Holdings Berhad. It is designed to ensure that the Group conducts its business activities in a manner consistent with its values and the expectations of its stakeholders.

3. Objectives

This Policy aims to:

- 3.1. Increase sustainability awareness and promote sustainability business practices in the Group;
- 3.2. Incorporate sustainability elements into the Group’s decision-making process and day-to-day operations;
- 3.3. Constantly endeavor to improve the Group’s sustainability performance;
- 3.4. Regularly communicate sustainability matters with relevant stakeholders; and
- 3.5. Comply with relevant laws and regulations.

4. Policy Statement

At Feytech Group, we are deeply committed to conducting our business in an ethical and socially responsible manner. Our guiding principle is to ensure that our actions have a positive impact on the environment, society, and our stakeholders.

5. Governance Sustainability

We understand the importance of governance sustainability for the Group to navigate the complex landscape of ESG challenges. By incorporating sustainability principles into our governance practices, we are positioning ourselves as leaders in our industries, and create value for both our stakeholders and the planet.

Our commitments towards governance sustainability are as below.

- 5.1 Uphold corporate governance principles and practices as set out in the latest Malaysian Code of Corporate Governance;
- 5.2 Prevent any forms of bribery and corruption;
- 5.3 Update strategies, policies and procedures regularly to keep abreast of latest sustainability best practices;
- 5.4 Assess sustainability performance and the impacts; and
- 5.5 Comply with applicable regulations and legal requirements.

We have an overarching Sustainability Policy that is supported by the following underlying policies relating to Governance, as listed below

- Anti-bribery & Anti-corruption Policy and Guidelines
- Whistleblowing Policy and Guidelines
- Code of Conduct and Ethics
- Procurement Management Procedure
- Personal Data Protection Policy and Guidelines

6. Environmental Sustainability

We recognise the importance of environmental protection and are dedicated to minimizing our ecological footprint. We implement practices that conserve resources, reduce waste, and promote the efficient use of energy. By integrating sustainable technologies and processes into our operations, we aim to mitigate the impact of our activities on the environment.

Our commitments towards environmental sustainability are as below.

- 6.1. Use energy, water and material efficiently;
- 6.2. Improve waste management practices continuously (including recyclable waste collection);
- 6.3. Minimize emissions and mitigate the impact of climate change; and
- 6.4. Comply with applicable environmental laws and regulations.

Our Sustainability Policy is further supported by Waste Management Safety Operating Procedure of the Group relating to Environmental.

7. Social Sustainability

At the Group, we believe in upholding social justice and promoting fair treatment and equal opportunities for all. We are committed to providing a safe and inclusive work environment that respects the rights and dignity of our employees. We will not tolerate any form of discrimination, harassment, or exploitation. We also strive to engage with local communities and contribute to their development and well-being.

Our commitments towards social sustainability, equality and diversity are as below:

- 7.1. Protect the health and safety of all employees;
- 7.2. Prevent all forms of discrimination and sexual harassment;
- 7.3. Resolve verifiable complaints, grievances and conflicts through open, transparent and consultative process;
- 7.4. Provide support to employees' career development in terms of professionalism and personal skill;
- 7.5. Provide support to community development; and
- 7.6. Comply with human rights and labour standards.

This Sustainability Policy is further supported by the related policies of the Group that focus on social aspects including:

- Safety and Health Policy
- Employee Handbook

8. Reports and Disclosure

At Feytech Group, we recognise the importance of tracking and measuring our sustainability progress to effectively manage and improve our sustainability efforts. To achieve this, we have implemented a system of Sustainability Key Performance Indicator ("KPI") that serve as benchmarks for our sustainability goals.

For each aspect of sustainability that we prioritise, such as environmental impact, social responsibility, or governance practices, we establish specific targets within our KPI framework. These targets are designed to be measurable and time-bound, providing a clear roadmap for our sustainability initiatives.

Regular monitoring is a key aspect of our sustainability strategy. We diligently track our KPIs on an ongoing basis to assess our performance and progress towards our targets. This monitoring process allows us to identify areas of success and areas where further improvements are required.

By setting specific targets, regularly monitoring our KPIs, and reporting our sustainability performance, we strive to improve transparency, maintain focus on our sustainability goals, and continuously enhance our sustainability practices. This commitment to tracking and measuring our progress allows us to refine our strategies. Learn from our experiences and drive meaningful change towards a more sustainable future.

9. Periodic Review

This Policy shall be reviewed annually or when it is deemed necessary by the management of the Group.