



Registration No. 201001016854 (900557-M)
(Incorporated in Malaysia)

SUPPLIER CODE OF CONDUCT

TERMS	DEFINITIONS
"BAuto" or "Company"	Bermaz Auto Berhad
"BAuto Group" or "Group"	BAuto and its subsidiaries
"Code" or "SCOC"	Supplier Code of Conduct

1. PURPOSE

- 1.1 BAuto started its sustainability journey in 2017. Adhering to its mission to be the "Automotive & Mobility Distributor of Choice by Managing Customer's Ownership Experience," the Company firmly believes there is no rewarding experience without sustainability and has weaved this philosophy into the fabric of its sustainability management, aligning everything from governance structure and risk management to compliance and information security management with its goals to increase business sustainability.
- 1.2 As suppliers are part of BAuto's stakeholders, the Company's suppliers' sustainability guide defines the Group's requirements for working conditions, respecting and upholding internationally recognized human rights, environmental protection, safety, business ethics and compliance.
- 1.3 SCOC outlines the Company's expectations for ethical and sustainable practices and aims at promoting sustainable development and minimizing legal, financial and reputation risks.
- 1.4 Suppliers are required to share the Company's approach to sustainability initiatives, acknowledge these sustainability standards, communicate them to their employees and upstream value chain suppliers and ensure their commitment.
- 1.5 Suppliers shall establish company policy and internal system/structure to implement activities based on SCOC. The Company requests that suppliers use SCOC continuously and make improvements to their use continuously.
- 1.6 To ensure standards are met, the Company may request suppliers to submit related documents and data or to conduct suppliers' assessments such as site visits, third-party standard certifications, scorecards and random spot checks.

2. OUR PRINCIPLES

2.1 Quality and Standard of Products and Services

a) Quality products

Suppliers shall deliver quality and environmentally friendly products and services while also establishing control and management processes by quality and safety standards.

Suppliers shall control the quality of products and services, product design, the production process and quality inspections to meet standards and contractual requirements.

b) Responsible sourcing

Suppliers shall provide and deliver products and services that meet specifications, are of quality, and safe, do not negatively impact the community, society and

environment and are not controlled under trade laws. In addition, suppliers shall establish their supplier selection process and verify the source of raw materials to ensure they are not sourced from conflict minerals, illegal acts or human rights violations as well as establish a sustainable procurement policy for suppliers.

c) Traceability

Suppliers shall establish a traceability and disclosure process to confirm the source of raw materials, products, and services, in addition to ensuring that their products and services meet quality and safety standards.

2.2 Respecting Human Rights

a) Respect for human rights

Suppliers should not tolerate any form of harassment at their workplace based on worker’s characteristics such as race, ethnicity, national origin, religion, gender, etc.

b) Freedom of association and collective bargaining

Suppliers shall respect the right to freedom of association, peaceful assembly, participation in political activities, expression and collective bargaining in compliance with legal procedures.

2.3 Ethical Labor Practices

a) Non-discrimination

Suppliers should not tolerate any form of discrimination in any employment situation. Suppliers should provide equal employment opportunities regardless of worker or applicant characteristics such as race, ethnicity, national origin, religion, gender, etc.

b) Prohibition of child labor

Suppliers must observe the minimum employment age in their business activities by the relevant regulations.

c) Prohibition of forced labor

Suppliers must ensure that all labor is voluntary and respect employees’ right to resign when they want and of their own free will. Suppliers must prohibit any forms of forced, bonded, or compulsory labor and human trafficking.

d) Compensation and benefits

Suppliers shall specify the working hours and days, including holidays, as required by law, pay compensation and benefits according to the employment contract that is not contrary to the law and approve leave entitlements by company regulations.

e) Safety, occupational health, and workplace environment

Suppliers should be dedicated to preventing accidents and disasters by taking employee safety and occupational health as a priority.

2.4 Environment Responsibility

a) Environmental management and efficient use of resources

Suppliers shall comply with environmental laws, regulations, and standards in

product and service processes, as well as conserve natural resources and the environment through the efficient and cost-effective use of energy, soil and water in the workplace and not involved in deforestation or destruction of ecosystems or in a manner that results in biodiversity loss. Suppliers shall manage natural resources and the environment, in addition to reporting information on the environment and greenhouse gas emissions.

b) Pollution control

Suppliers shall control and ensure the reduction of air emissions, in addition to the management of greenhouse gas emissions, dust particles, and toxic fumes, wastewater treatment, waste management, end-of-life product management and the storage of hazardous materials and chemicals in compliance with laws, regulations and standards. Additionally, in production and processing, suppliers shall select and use only chemicals or raw materials that are of quality, safe, up to standard and not harmful or damaging to natural ecosystems and the environment.

2.5 Compliance

a) Compliance with the law

Suppliers shall conduct their business in full compliance with applicable laws and regulations.

b) Prevention of conflicts of interest

Suppliers shall avoid any circumstance that could lead to a conflict of interest with the Group and are requested to immediately notify the Company should they encounter any such circumstance.

c) Whistleblower protection

Suppliers shall assure that employees and business associates will not be subject to termination, threats, harassment, or other adverse action because of making a grievance report.

Suppliers shall comply with the laws and ordinances of each country and region. Suppliers shall establish and implement policies, systems, codes of conduct, reporting systems, education and other mechanisms to ensure compliance with laws and regulations.

d) Bribery and corruption prevention

Suppliers shall comply with all applicable anti-corruption laws, including extortion, embezzlement, fraud, bribery, kickbacks, nepotism, giving or receiving gifts, meals and entertainment, etc. Suppliers shall also determine their guidelines on anti-corruption.

2.6 Confidentiality

Suppliers shall not, in any manner, disclose or use any confidential information of the Company for their benefit or any illegal purposes unless prior written consent has been obtained.

This SCOC was reviewed and approved by the Board of Directors of BAuto on 13 March 2024.

Letter of Acknowledgment and Compliance

I acknowledge that I have read and understood the principles and rules contained in the SCOC and that my conduct will be subject to the provisions and conditions as set out therein.

Name of Company: _____

(Signature of Authorised Signatory and
Company Stamp)

Name of Authorised Signatory :
Designation :
Date :