

## Corporate Sustainability

The Company conducts its business with responsibility and fairness. Therefore, the Company places importance on the principles of Corporate Sustainability which will enhance the Company's competitiveness and business efficiency by aiming at achieving sustainable and stable growth in order to increase value to the Company, its shareholders, and stakeholders for the long run. Therefore, the Director and Management has established the principles of good corporate sustainability as guidance for the management and employees as 3 main pillars: -

- Environmental
- Social
- Governance

### **Environmental**

The earth's climate is predicted to change because human activities are altering the chemical composition of the atmosphere through the buildup of greenhouse gases-primarily carbon dioxide, methane, and nitrous oxide. The heat-trapping property of these gases is undisputed. Although uncertainly exists about exactly how earth's climate responds to these gases, global temperatures are rising.

Environmental problems have become so complex that many individuals feel they can have no effect on them. Problems like oil spills, hazardous waste, loss of rain forests, endangered species, acid rain, the ozone layer, the municipal waste crisis can feel out of our control. At the very least, these problems require group and corporate action or government intervention.

But there are some things the individual can control. Waste reduction and recycling activities can make a difference.

#### **THE BENEFITS OF RECYCLING:**

- Recycling Feels Good
- Recycling Saves Natural Resources
- Recycling Saves Energy
- Recycling Saves our Environment
- Recycling Saves Disposal Capacity and Costs
- Recycling is Good Business

FIDI has already taken very positive steps to encourage its members to adopt measures that will help in protecting the environment and safe guarding our natural resources. We support FIDI's initiatives and will promote this policy in the following ways:-

## Environmental Policy

- Comply or ensure compliance with all relevant laws and regulations related to the environment by considering the impact that may occur to natural resources and the environment and regularly monitor and evaluate environmental performance reports.
- Create a culture within the Company and instill in all levels of employees' a conscience of responsibility on the environment and sustainable and efficient use of resources and energy e.g. reduce paper consumption, encourage double-sided paper consumption, turn off power when not in use, promote water conservation, and maintenance of office & warehouse equipment and vehicles etc.
- Support provision of knowledge and training for staff regarding the environment. Encourage all employees to actively promote environmentally friendly habits within the office, their homes and communities.
- Support the environmental management system e.g. environmental conservation, protection, and monitoring measures along with substitution measures to sustainably reduce environmental impact.
- Participate in transactions with trade partners that are environmentally friendly. Buy green products or use alternatives that are less toxic or, preferably, non-toxic to get the job done.
- Encourage our customers to accept recycled and reusable packing materials, wherever possible.
- Combat paper wastage & recycle waste paper by shredding & reusing as packing material.
- Wherever possible, encourage customers to loose load shipments into shipping line container instead of using wooden lift vans, thereby saving our forests, a very important natural resource.
- Ensure proper disposal of debris and waste, in accordance with the best practices.

The company will communicate the Environmental Policy with the employees in the orientation on the first day of work, set it to be one of the topics in the morning talk meeting every month and update version to all staffs through the internal public relations board at all area within the company.

## **Social**

Employees are the most valuable resource of the Company and is a key to success of the Company's growth. Therefore, the Company establishes policies to treat employees fairly in terms of appropriate remuneration, welfare benefits and safety and good work environment as well as opportunities for advancement in the Company. Policy and guidelines for treatment toward employees are as follows:

1. Treat employees with respect for their honor, dignity and human rights and protect employees' information.
2. Strictly comply with rules and regulations in relation to labor law and rules or regulations regarding employees.
3. Promote diversity, equal employment opportunity without discrimination of skin color, race, religion, physical disability, and any other personal traits or status that are not directly related to the undertaking of the assigned work.
4. Support and give importance to knowledge and training to equally enhance skills and competency of employees which are beneficial for career advancement depend on the potential of each employee according to the vision, mission, and strategy of the company e.g. professional skills development, importance of safe working environment etc. In addition, the Company arranges seminar and training on good corporate governance, business ethics and anti-corruption to all employees which must be strictly.
5. Promote participation of employees to propose or set working guidelines and assist in development of the Company as well as be open to suggestions and recommendations from all employees regardless of their levels.
6. Give remuneration of various types to employees fairly, appropriately, and according to their knowledge, competence, experience, positions, responsibilities, and individual performance which are taken into consideration in line with the operating results of the company both short and long term e.g. annual bonus and annual raise according to their performance.
7. Provide appropriate welfare and other benefits for employees such as group life insurance and health insurance, provident funds, and annual health check-ups etc.
8. Promote participation of employees regarding corporate social responsibility activities of the Company.
9. Provide necessary facilities as well as a good working environment by taking sanitation and the safety of employees into consideration in order to improve the quality of employee work life e.g. Annual Basic First AID and CPR course practice for employee, annual fire drills and fire evacuation practice for employee, drinking water sanitation tests, air filter replacement and manage resting area and maintain clean toilets for employee etc.
10. Arrange a communication channel for employees to submit complaints and any recommendations related to work which will be taken into consideration and action will be taken for the overall benefit and relationship of all parties.

## Governance

The Company conducts its business with responsibility and fairness. Therefore, the Company places importance on the principles of Good Corporate Governance which will enhance the Company's competitiveness and business efficiency by aiming at achieving sustainable. Therefore, the Directors has established the principles of good corporate governance as guidance for the management and employees.

The Board of Directors SCGJWD (JVK's conducts business with adherence to integrity and fairness by establishing regulations regarding the code of conduct of the business in order to guide the function of the Board, management teams and employees to work with care and honesty along with adherence to business ethics and other laws and regulations. The Board of Directors arranges mechanisms to prevent any business conflict of interests to effectively and efficiently achieve the Company's mission. In this regard, the Company encourages all directors, executives, and employees to study and strictly follow the code of conduct. Besides direct internal communication to the employees regarding the Handbook, the external stakeholders including shareholders, investors, and interested parties have access the Handbook via the Company's website.

*Link: <https://www.scgjwd.com/uploads/scgjwd-cg-policy-en-final-3.pdf>*

## WAY OF WORK

