



KULIM (MALAYSIA) BERHAD

ETHICS POLICY

Since its establishment, KULIM has been doing business with the highest level of ethics, integrity and governance and will continue to maintain it. Each of our activities will be guided by the following standards:

- ❖ We will keep all records complete and accurate to prove our activities. All assets and property of the Company will only be used for the benefit of the Company. There will be no employee activities that conflict with the interests of the Company.
- ❖ We will deal with customers and suppliers based on merit, fair and transparent. We will strive to acquire the business of our customers and demand the same from our suppliers.
- ❖ We will compete with competitors in accordance with market and legal ethics and will not conspire with them to influence the market.
- ❖ We will entertain all employees with full and fair treatment. We will ensure work environment free from harassment or discrimination. We will open career opportunities based solely on performance.
- ❖ We will ensure that all employees understand and comply with our Ethics Policy. Each employee is responsible for complying with the contents and intents implied under these policies and reporting through the '**Ethics Declaration Form**' any non-compliance which is suspected to be committed by other employees to the head of department or superior.
- ❖ We will be a responsible corporate citizen, contributing positively to the community in which we operate.

Approved By:

ZULKIFLY ZAKARIAH

Executive Director

01 May 2018