



**DAIBOCHI BERHAD**  
(formerly known as Daibochi Plastic And Packaging Industry Bhd)  
(Company No.: 12994-W)

**SUSTAINABILITY POLICY**

Daibochi is committed to building a sustainable business and conducting our operations with integrity. As a leading flexible packaging converter for globally-renowned clients in the food and beverage and fast moving consumer goods sectors, we are mindful that good sustainability practices are integral to our long term business growth.

The Sustainability Policy applies to Daibochi Berhad and its subsidiaries (the Group) and is based on four key themes: **People/Employees, Environment, Sustainable Business Growth and Community.**

**1. People/Employees**

Our employees are our principal asset and we believe that it is their commitment, enthusiasm and innovative ideas that propel Daibochi forward to achieve our long term business goals. We nurture our employees in an environment where they are treated with dignity and respect, whilst enhancing their economic well-being and professional development.

**2. Environment**

Daibochi's commitment to operate in an environmentally sound manner is reflected in our "**Environmental Cares Policy**" which is based on the following principles:

<b>C</b>	<i>Consistently embarking on continuous improvement of environmental preservation activities to meet the Environmental Quality Act 1974</i>
<b>A</b>	<i>Adhering to established guidelines stipulated by governmental regulations and statutory requirements in the prevention of pollution, management and disposal of waste generated</i>
<b>R</b>	<i>Recycling and utilizing materials which are recyclable and practising waste minimization concepts of reducing, reusing and recycling either internally or by outsourcing to third parties</i>
<b>E</b>	<i>Enhancing and promoting awareness by educating our workforce through education, training and participation in environmental activities</i>
<b>S</b>	<i>Setting and implementing company-wide objectives and targets to address significant environmental impacts arising from our business activities.</i>

**3. Sustainable Business Growth**

➤ **Product Quality and Customer Satisfaction**

Our vision is to be the "*Preferred Flexible Packaging Supplier of Our Customers*". We strive to set benchmarks in product quality and safety, customer service, efficiency and develop innovative solutions to meet our customers' evolving needs.

➤ High Standards of Business Conduct

Our business is conducted according to the highest ethical standards by upholding professionalism in our relationship with customers, suppliers, shareholders and other stakeholders.

➤ Investor Relations/Shareholders

We ensure that the highest levels of business integrity, transparency and professionalism are observed and practiced throughout the entire Group to safeguard the Group's assets and enhance long-term shareholder value.

➤ Sustainable Procurement

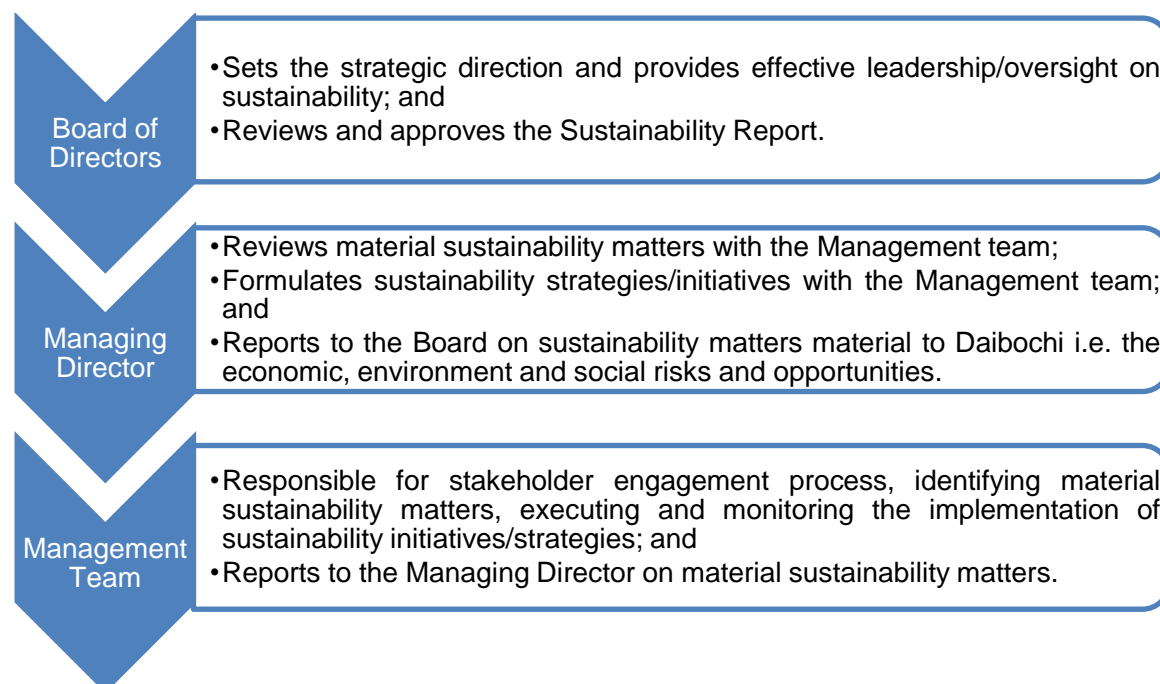
We engage with our agents, suppliers and contractors to support our sustainability efforts.

#### 4. Community

As a caring corporate citizen, Daibochi endeavours to make a positive impact on the local communities by contributing towards their social and economic development.

#### Governance Structure

The Board sets the “tone at the top” for a strong sustainability culture whilst Management ensures that ethical/social values and good environmental practices are cascaded throughout the entire organisation.



*Note: Management Team (Heads of Departments - Sales, Corporate & Finance, Operations, Management Information Systems and Product Development & Technical)*

The Sustainability Policy will be reviewed, as and when deemed necessary, by Management for the Board's approval.

Approved by the Board on November 14, 2018

*Sustainability policy DB/gr 11/18: V1*