

## GFM Services Berhad Sustainability Policy

This Policy sets out requirements for sustainability across GFM Services Berhad and entities it controls (“the GFM Group”). Sustainability is the integration of environmental, social and governance factors into decision making to maximize short and long-term shareholder value, seek competitive advantage, and contribute to safe and healthy employees, communities and ecosystems.

This Policy should be read in conjunction with the GFM Group Code of Conduct, the Procurement, the Occupational Health and Safety policies, and the Ace Market Listing Requirement of Bursa Malaysia.

This Policy applies to all employees of the GFM Group, and third parties engaged by the GFM Group, including alliances and joint ventures in all jurisdictions.

Any employee of the GFM Group found to have breached this Policy may be subject to disciplinary action.

The objectives of this Sustainability Policy are to:

- Focus the GFM Group’s efforts on managing sustainability risks and opportunities, enhancing business performance and supporting the long-term interests of the GFM Group;
- Promote a culture of accountability for sustainability outcomes and improve the sustainability knowledge and skills of employees;
- Integrate consideration of environmentally and socially responsible sourcing and governance factors into the GFM Group’s operating and procurement processes, and seek opportunities to collaborate with the supply chain to drive innovation and create mutual value;
- Drive the efficient use of resources and continual innovation in the delivery of projects;
- Support the adoption and delivery of appropriate industry rating schemes and standards that drive sustainability outcomes for clients;
- Encourage initiatives and successfully deliver projects that meet client expectations, provide value for money, and leave net positive legacies for the GFM Group, our clients, users, the environment and communities; and
- Enhance the GFM Group’s resilience to climate change.



## GFM Services Berhad Sustainability Statement

GFM Services Berhad and its controlling entities (“The GFM Group”) is a leading Facilities Management company with a diversified and extensive facilities management capabilities. We are involved in various stage of the facilities management environment and sustainability is a key priority for our business.

We aim to lead the industry by promoting best sustainable practice and exceeding guidance set out by government and regulatory bodies. This policy reflects our commitment to ensuring that sustainability is paramount to all activities in our business. It will be delivered through our 2020 Sustainability Strategy; other supporting policies and five (5) positive outcomes as follows:-

- i. Provide safe, supportive and positive workplaces for employees
- ii. Act with integrity, honestly and respectfully, in all relationships with stakeholders
- iii. Develop a performance and collaborative culture where engaged employees are aligned to achieve superior performance and integrate governance, economic, environmental and social considerations into day-to-day roles
- iv. Seek competitive advantage by innovating to service delivery that satisfy the governance, economic, environmental and social needs of clients
- v. Use resources efficiently, minimise waste and promote the delivery of energy efficient, environmentally and socially responsible projects

The GFM Group commitments are derived from, and based on, our principles of our Code of Ethics and Code of Conduct. The Principles and our commitments uphold our mission which is to maximise long-term value for shareholders by sustainably delivering projects for clients while providing safe, rewarding and fulfilling careers.