



IJM CORPORATION BERHAD (104131-A)

RESPONSIBLE SUPPLY CHAIN POLICY

1. INTRODUCTION

The IJM Group Charter guides the Group in its efforts to be a responsible corporate citizen and a positive strength wherever it operates. The Group strives to meet high governance, social, environmental, health and safety standards throughout its operations and in all our interactions with our stakeholders.

2. OBJECTIVE

This Responsible Supply Chain Policy (“Policy”) aims to extend the Group’s values and principles to its suppliers, service providers and contractors in order to foster trust and long-term benefit to all stakeholders in its supply chain underpinned by good ethics, a healthy and safe workplace, capable of minimising the risk of violating human and social rights, good environmental practices and ensuring strict compliance to local laws and regulations.

3. PRINCIPLES

3.1 **Ethics and Governance**

IJM believes that thriving commercial relationships are built and maintained on the foundation of trust. The Group’s adherence to integrity and ethical business practices is outlined in the Group’s Code of Ethics and Conduct.

3.11 *Fair treatment*

IJM will apply fair, objective and non-discriminatory criteria when choosing suppliers, service providers and contractors. The Group promotes competition and fair treatment while supporting its employees to help them avoid situations where conflicts of interest may arise.

3.12 *Anti-bribery and corruption*

IJM has in place an Anti-Bribery and Corruption Policy and will comply with all relevant anti-bribery and corruption laws, rules and regulations of the governments, commissions and exchanges in jurisdictions within which the Group operates. IJM will take all reasonable and proportionate measures to ensure that its businesses do not participate in corrupt activities for its own advantage or benefit.



3.2. Environment

IJM is mindful of the environmental impact of its activities and maintain compliance with environmental regulations at all times. The Group's Policy Statement on Environment stresses our commitment to achieve the objective of the protection of the environment. The Group expects its suppliers, service providers and contractors to be respectful of their interactions with the environment by adhering to all applicable environmental legislation, preventing pollution and adopting best practices in accordance with the Group's environmental management system.

3.3. Health and Safety

IJM's objectives of preventing accidents and occupational illness is outlined in its Policy Statement on Occupational Safety and Health. The Group strives to continuously provide safe and healthy working conditions at all its operations as well as provide training, information and facilities to increase accountability and participation at all levels including workers and their representatives. IJM expects its suppliers, service providers and contractors to have the necessary health and safety measures in place to minimise workplace risks and hazards.

3.4. Human Rights and Labour

IJM is committed to protecting its employees' rights and treating them with dignity and respect, as articulated in its Human Rights Policy. IJM will comply with all applicable labour laws, rules and regulations in the countries where it operates. The Group expects its suppliers, service providers and contractors to demonstrate the same rights and respect.

3.41 *Respect for diversity and non-discrimination*

IJM expects our suppliers, service providers and contractors to respect diversity and foster an open and inclusive workplace. They shall support the principles that all individuals should have equal opportunity, regardless of an individual's age, gender, nationality, ethnicity or marital status.

3.42 *Encourage local hiring, prevention of child and forced labour*

IJM endeavours to employ local suppliers and when foreign labour is necessary, suppliers, service providers and contractors shall comply with the laws applicable to the employment and deployment of the foreign labour. IJM expect its suppliers, service providers and contractors to not employ any person below the age of 17 and who has not offered himself or herself voluntarily for the work or service.



3.43 *Right to minimum wage*

The Group expects its suppliers, service providers and contractors to ensure that wages meet legally mandated minimums and industry standards without unauthorised deductions.

4. COMMUNICATION OF THE POLICY

All parties in the Group's supply chain should be made aware of this Policy.

