



SOUTHLAND RUBBER GROUP

Sustainability Policy

Version 3.0
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1.0 Introduction

Sustainable business is core to Southland Rubber Group's strategy. Being a natural rubber processor, our Group products while relying on natural resources and human resources; contributes to global economic prosperity. Sustainability in Southland Rubber Group is defined as upholding our commitment in providing quality products and services while simultaneously supporting long-term social and environmental balance along our supply chain.

Guided by the Group's Code of Conduct; the Sustainability Framework of Southland Rubber Group adopts international practices such as the ten principles in United Nations Global Compact (UNGC), ISO 26000 guidelines, the Sustainable Development Goals (SDGs) by the United Nations and the twelve principles in GPSNR.

We seek to continuously improve on our sustainability performances by incorporating the voices of diversified stakeholders into our business planning and decision-making processes.

2.0 Commitment

The sustainability commitments identified in this policy are applicable for all entities under the Southland Rubber Group. It is our aim to identify opportunities, prevent and mitigate risks associated with our economic, environmental, and social activities to create a lasting, positive impact on the Group's brand reputation and business performance.

Our commitments towards sustainable natural rubber supply chain is clearly communicated in Southland Rubber Group's Sustainable Procurement Policy.

2.1 Environment

We acknowledge that we are accountable for the potential direct and indirect impacts on the environment caused by our activities and operations. We shall manage all these impacts in an ethical and practical manner with our Environmental Management System (EMS) and ensure that we preserve our capacity to meet present and future needs.

Our commitments towards Environmental sustainability is clearly communicated in Southland Rubber Group's Environmental Policy.

2.2 Social

We respect and honour international norms for human rights. We are committed to remediate human rights violations throughout our business operations and supply chain.

We uphold fundamental principles and rights at work as defined by the eight core conventions by International Labour Organization (ILO): freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation.

We actively engage in the development of the communities which we operate in by creating local employment opportunities, philanthropy and volunteerism to enhance community capacity and contribute to the enrichment of society.

2.3 Economic

We aspire to have a positive economic impact on our stakeholders and deliver sustainable profitable growth with high quality and reliable products.

We endeavour to enhance our corporate governance by being accountable to our stakeholders, to embrace transparency in all our policies, procedures, and processes at all levels of the Group.

We strongly reject any form of corruption, bribery, and extortion; shall adhere to ethical business conduct, implement free and fair competition as well as responsible marketing.

This policy is reviewed annually.