

# **MATRIX CONCEPTS HOLDINGS BERHAD**

## **Group Sustainability Policy**

### **Introduction**

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The Group Sustainability Policy (GSP) serves as the overarching policy framework of Matrix's sustainability commitments. The GSP comprises three main pillars, in accordance with its tagline "*Nurturing Environment, Enriching Lives*" namely promoting **Economic** growth, enriching **Communities** and nurturing the **Environments**. The GSP applies to the Matrix Group as a whole.

### **Policy**

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As a business entity founded on the ideals of sustainable development, Matrix has grown into one of the top 10 Developers in Malaysia, the Matrix Group remains committed to the Sustainable Development Goals (SDGs) and to delivering value to all its Stakeholders.

Matrix Group will continue to improve the quality of its products and services by adopting the best possible approaches to enhance productivity and profitability by optimising resources and operational efficiencies, while eliminating or minimising negative impact on people and the Environment.

Matrix Group shall achieve this by:

- A. Promoting Economic Growth.
- B. Enriching Communities.
- C. Nurturing and Protecting the Environment.

# 1. Promoting Economic Growth

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Matrix is committed to long term economic growth and will seek every opportunity to develop new sustainable revenue streams that deliver value to its Shareholders and Stakeholders. Matrix acknowledges the significant roles of its suppliers and vendors as part of the Value Chain in delivering sustainable products and services. Therefore, the adoption of this Policy is expected of all vendors and suppliers of the Matrix Group and wherever possible Matrix will lend support to assist the Group in meeting this objective.

## 1.1 Enhancing Livelihood

- 1.1.1 Recognising the right to an adequate standard of living, and as part of its effort to contribute to the alleviation of poverty, Matrix Group is committed to promoting sustainable economic growth, prosperity and to enhancing the livelihoods of its Employees and local communities.
- 1.1.2 Matrix Group shall continuously seek opportunities to review and monitor its operations ensuring that it is aligned with the commitments of this Policy and the interests of all Stakeholders.
- 1.1.3 Matrix Group reiterates its commitment to implement, participate and support national and international industry standards relevant to its business operations.

## 1.2 Profitability and Efficient Use of Resources

- 1.2.1 Matrix Group shall manage resources efficiently and sustainably to improve productivity in its operation and throughout its Value Chain.
- 1.2.2 Matrix Group shall adopt efficiency improvements via reduction of wastage and leakages in its operations by:
  - i. Improving competency and capacity of Employees in performing their tasks efficiently.
  - ii. Aligning management strategies and operational systems towards efficient use of material and resources.
  - iii. Continuously reviewing internal control system and processes to minimise and eliminate risks exposure.

- iv. Inculcating productivity improvement culture by clear reward and recognition system.
- v. Matrix Group believes in innovation and embraces new technologies as means for continuous improvement in its operations, products and services.

### 1.3 Obligation of Value Chain Partners

- 1.3.1 When required, Matrix Group's Value Chain Partners shall agree to authorize Matrix Group or any party appointed by Matrix Group to conduct audits to verify compliance to this policy, subject to maintaining confidentiality of the findings.

## 2. Enriching Communities

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In order to identify, prevent and mitigate human rights impacts, Matrix Group will conduct appropriate human rights due diligence in the development of any new business activity or relationship. This will be an ongoing process that will take into account any changes to the activity or relationship.

### 2.1 Equality and Non-Discrimination

- 2.1.1 No person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.

### 2.2 Upholding Human Rights

- 2.2.1 Matrix Group is committed to adopting and adhering to rules and conditions of employment that respect Employees and, at a minimum, safeguard their rights under national labour and social security laws and regulations.

- 2.2.2 Matrix Group is committed to ensuring that there shall be no use of forced labour, including child, indentured, or other forms of forced labour, and that its operations are free from human trafficking and modern slavery.
- 2.2.3 Matrix Group respects Employees' right to compensation for work done. Matrix Group is committed to paying at least the minimum wage or the appropriate prevailing wage, whichever is higher, to complying with all legal requirements on wages, and to provide any benefits required by Malaysian law or contract.
- 2.2.4 Matrix Group recognises and respects Employees' right to freedom of association and to collective bargaining.
- 2.2.5 Matrix Group shall provide the Employees with the skills and knowledge and enthusiasm through a strong commitment to training and knowledge sharing.

## 2.3 Health and Safety

- 2.3.1 Matrix Group is committed to providing a safe and healthy workplace to prevent accidents and injury to the Employees arising out of, linked with, or occurring in the course of work or as a result of the operation of its facilities. This commitment also applies in situations where any public health concern arises in its operations.
- 2.3.2 Matrix Group shall ensure that all health and safety plan is documented, communicated and implemented.
- 2.3.3 Matrix Group shall allocate appropriate resources in order to minimise and eliminate health and safety risks.

## 2.4 Preventing Harassment and Abuse

- 2.4.1 Matrix Group shall not tolerate any form of harassment and abuse including physical, sexual, psychological or verbal. All Employees shall be treated with respect and dignity.

### **3. Nurturing and Protecting the Environment**

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Matrix Group recognises the impact of climate change and will play its part in reducing greenhouse gas emissions in line with national commitments made in the Paris Agreement. Matrix Group values its natural resources and endeavours to eliminate or minimize negative impact on the Environment through the implementation of best practices and by continuously improving its performance. Matrix Group is committed to adopting responsible measures to mitigate any negative impact that it may have on the Environment. Where applicable, Matrix Group shall initiate conservation efforts for the continuous protection of the ecosystem.

#### **3.1 Efficient Use of Natural Resources**

- 3.1.1 Matrix Group shall continuously explore opportunities to improve and enhance efficiency in its existing land banks by adopting responsible measures to mitigate any negative impact that these measures may have on the Environment.

#### **3.2 Managing Environmental Impacts**

- 3.2.1 Matrix Group shall ensure that all its businesses operate in a responsible and sustainable manner to minimize and/or eliminate negative impact on the Environment and that an Environmental Management plan is in place.
- 3.2.2 Matrix Group shall maintain an Environmental Management System and seek to continuously to improve environmental performance and comply with applicable laws and regulations.

#### **3.3 No Open Burning/Use of Fire**

- 3.3.1 Matrix Group shall practice no Open Burning in all its premises.
- 3.3.2 Matrix Group shall develop and maintain fire prevention and emergency preparedness programmes to deal with fires that may encroach within or in the vicinity of its boundaries.
- 3.3.3 Matrix Group shall actively monitor and report all fire incidents occurring within as well as at its surrounding areas to the relevant authorities.

### 3.4 Water Management

- 3.4.1 Matrix Group shall deploy water management practices to ensure its activities do not lead to any negative impacts to natural water bodies as to its water quality or availability.

### 3.5 Waste Management

- 3.5.1 Matrix Group is committed to managing waste in accordance with applicable regulatory requirements and other commitments made by Matrix Group.
- 3.5.2 Wherever possible, measures shall be taken to reduce, reuse, recycle or dispose wastes in an environmentally responsible way.

### 3.6 Addressing Climate Change

- 3.6.1 In addressing climate change, Matrix Group is committed to reducing or minimizing its Greenhouse Gas (GHG) emissions through the use of proven strategies wherever feasible.
- 3.6.2 Matrix Group is committed to optimising the use of renewable energy and efficiency across its operations wherever possible.

## 4. Monitoring and Implementation

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Matrix Group is committed to ensuring the full implementation of the GSP. Where gaps in implementation have caused or contributed to adverse impacts, Matrix Group shall provide for or cooperate in their remediation, through legitimate processes

### 4.1 Transparency and Reporting

- 4.1.1 Matrix Group shall provide adequate and transparent information in a timely manner related to its sustainability performance for effective engagement with its Stakeholders through appropriate platforms.
- 4.1.2 Where necessary, Matrix Group will engage with Value Chain Partners to assist, enhance/exchange skills, knowledge and/ or access to resources, including, but not limited to environmental, social and legal matters.

## ANNEX: Definitions

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For purpose of this Policy, the following definitions apply:

“Biodiversity”	: The variability among living organisms from all sources, inter alia, terrestrial, marine and other aquatic ecosystems and ecological complexes of which they are part, this includes diversity within species, between species and of ecosystems.
“Child”	The term ‘child’ refers to any person who has not completed his/her eighteenth year of age.
“Employee”	: A person who is employed by Matrix Group, including foreign workers on a permanent or contractual basis, on secondment, or as a temporary member of staff or on an assignment or training basis.
“Environment”	: The physical factors of the surroundings of the human beings including land, water, atmosphere, climate, sound, odour, taste, the biological factors of animals and plants and the social factor of aesthetics.
“Forced labour”	: All worker services that is exacted from any person under the menace of any penalty and for which the said person has not offered him or herself voluntarily.

“Human Rights”	: Human rights are rights inherent to all human beings. These rights are interrelated, interdependent and indivisible, and are based on principles enshrined in the Universal Declaration of Human Rights and other international human rights treaties.
“Matrix”	: Matrix Concepts Holdings Berhad.
“Matrix Group”	: The Matrix Group of companies.
“Open Burning”	: Any fire, combustion or smouldering material that occurs in an open space and which is not directed there through a chimney or stack.
“SDGs”	: Sustainable Development Goals refer to the 17 goals that were derived from the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, which provides a shared blueprint for peace and prosperity for people and the planet.
“Shareholder”	: An individual who owns ordinary shares of Matrix.
“Stakeholders”	: An individual or group with a legitimate and/or demonstrable interest in, or who is directly affected by, the activities of Matrix Group and the consequences of those activities.
“Value Chain”	: The process of adding value to a raw material through production, manufacturing, and other processes to create a finished product.
“Value Chain Partners”	: Players in the Value Chain.



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