

TAYOPACK Inspired by Zealous
**SUSTAINABILITY
POLICY**



Effective Date: July 2025
Latest Amendment: March 2026

TAYOPACK SDN BHD

SUSTAINABILITY POLICY

1. Policy Statement

Tayopack Sdn Bhd (“Tayopack” or “the Company”) is committed to conducting its business in a responsible, ethical, and sustainable manner by integrating Environmental, Social, and Governance (ESG) principles into all aspects of its operations.

The Company recognises sustainability as a key component of long-term business growth, operational excellence, and stakeholder trust. Tayopack is committed to minimising environmental impact, promoting social responsibility, and maintaining strong governance practices in line with applicable legal requirements, customer expectations, and industry best practices.

This policy reflects the Company’s commitment to sustainable development, responsible resource management, and continuous improvement across all business functions.

2. Scope

This policy applies to all Employees, Directors, Management, Contractors, Suppliers, Service Providers, and any parties performing work or services on behalf of Tayopack Sdn Bhd.

It covers all operational activities including production, printing, lamination, Back End Processes, Warehouse operations, Logistics, Procurement, Administration, and Support functions.

3. Sustainability Commitment

Tayopack is committed to integrating sustainability principles into daily operations and strategic decision-making to create long-term value for customers, employees, business partners, and the community.

The Company shall continuously strive to:

- i. Reduce Environmental Impact Through Responsible Use Of Energy, Water, And Raw Materials
- ii. Minimise Waste Generation And Promote Recycling And Reuse Practices
- iii. Ensure Proper Handling And Disposal Of Scheduled And Non-Scheduled Waste
- iv. Comply With All Applicable Environmental, Occupational Safety, And Employment Regulations

- v. Promote A Safe, Healthy, Respectful, And Inclusive Workplace
 - vi. Uphold Ethical Business Conduct, Integrity, And Accountability
 - vii. Strengthen Supplier And Stakeholder Sustainability Awareness
 - viii. Support Continuous Improvement And Innovation In Sustainable Manufacturing Practices
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4. Environmental Responsibility

Tayopack is committed to protecting the environment through pollution prevention, efficient resource utilisation, and sustainable operational practices.

The Company shall focus on reducing waste, controlling emissions, conserving energy and water, and ensuring environmentally responsible disposal practices in accordance with legal and regulatory requirements.

Environmental risks and impacts arising from production, printing, lamination, and waste management activities shall be identified, monitored, and managed effectively.

5. Social Responsibility

The Company is committed to providing a safe, healthy, and respectful workplace for all employees.

Tayopack shall promote employee welfare, health and safety, fair labour practices, equal opportunity, prevention of discrimination and harassment, and employee development through training and awareness programs.

The Company also supports positive engagement with customers, suppliers, and the surrounding community.

6. Governance and Ethical Practices

Tayopack is committed to conducting all business activities with integrity, transparency, and accountability.

The Company shall ensure compliance with applicable laws, internal policies, customer requirements, and ethical business standards, including anti-bribery, confidentiality, risk management, and responsible decision-making.

Management is responsible for ensuring effective implementation of ESG principles and monitoring sustainability performance across all departments.

7. Compliance and Continuous Improvement

The Company shall regularly review sustainability objectives, monitor performance indicators, assess risks and opportunities, and implement improvement actions to strengthen its ESG performance.

This policy shall be reviewed periodically to ensure continued relevance and alignment with business strategy, legal requirements, and certification standards.

8. References

This policy is established with reference to the following standards, legal requirements, and internal management system procedures:

- **SIRIM 55:2023 – Environmental, Social and Governance Management Systems: Requirements with Guidance**
- **Environmental Quality Act 1974 (Act 127)**
- **Occupational Safety and Health Act 1994 (OSHA)**
- **Employment Act 1955**