

POWER ROOT BERHAD (733268-U)

CODE OF CONDUCT (“Code”)

Introduction

The Code of conduct is intended to apply to every employee, customer and vendor of Power Root Berhad (“Power Root”) and its subsidiaries worldwide. Its established standards are to ensure that the working environment and conditions are safe, workers are treated with respect and dignity, and business operations are conducted ethically.

The fundamentals in adopting the Code is to ensure that all business activities are in compliance with the laws, rules and regulations of the country in which the Group operates. If a law of the country conflicts with a rule or policy set out in this code, the affected personnel should comply with the law.

The Group is open to receive input from stakeholders in the continued development and implementation of the Code and adopt the best practice where possible.

Our Value

We uphold the highest standards of integrity, transparency and accountability in the conduct of the group's business and operations to ensure business sustainability. We are committed to conduct our affairs in an ethical, responsible and transparent manner.

I. Respecting Others

- We do not tolerate unlawful discrimination in the workplace or on the job.
- We comply to the relevant rules and regulations in relation to human resources.
- To offer pay and benefits that is fair and competitive within each local business and industrial markets we are participating.
- We undertake to ensure the working environment at our operating entities are being maintained safely and is environmental friendly.
- There is to be no harsh and inhumane treatment; nor is there to be the threat of any such treatment.
- We strive to identify and satisfy the needs of employees to continuously develop their knowledge, skills and competency for personal development and corporate excellence.

II. Serve Our Customers

- We strive to delivery our products and services with competitive value and quality in equilibrium.

III. Avoiding Conflict of Interest

All employees, customers and business partners must avoid conflicts of interest in the conduct of business.

- We have a zero tolerance towards any and all forms of bribery, corruption, extortion and embezzlement (covering promising, offering, giving or accepting any bribes).
- Standards of fair business, advertising and competition are to be upheld.

IV. Preserve Confidentiality and Privacy

- We respect the confidentiality and privacy of our employees, customers, business partners and regulatory bodies with whom we do business and liaise with. Unless authorised, we do not use confidential information for personal use, for our sole benefit or to benefit a third party with detrimental effect to the owners.

V. Channel to Report

- We commit to continuously maintain a channel of communication with our shareholders, employees, customers, business partners and regulatory bodies to enable them to have direct communication with appropriate level of authority to raise any concerns, without fear of retaliation, for timely and effective actions to be taken.

VI. Corporate Citizenship

- We commit our acts in a manner that is socially responsible to the society and within the laws, customs and traditions of the countries we operate and contribute in a responsible manner to the development of communities.
- We aspire to act in a manner that minimises the detrimental environmental impacts of our business operations.

VII. Anti-Bribery and Anti-Corruption

- Employees shall not offer, give, solicit or accept bribes in order to achieve business or personal advantages for themselves or others or engage in any transaction that can be construed as having contravened the anti-corruption laws.
- Employees shall, at all times, act honestly and in the best interests of the Group and use reasonable diligence in the discharge of the duties of his or her office.