

## **SUSTAINABILITY POLICY**

### **Introduction**

Westports is responsible for placing sustainability at the heart of its business strategy through its market leadership role, operations and services. The Group recognises that its operations can significantly contribute to creating a more sustainable world.

We are responsible for improving our sustainability performance by running the business and influencing others by aligning our strategic advice, design, construction, asset life-cycle, operations and services with our business strategy and plans.

Westports is committed to a competitive market as it encourages efficiency, innovation and entrepreneurship. The Group promotes competitive prices, thereby nurturing improved quality of services and solutions we render and a broad choice for the ultimate end-consumers.

### **Objectives**

This Policy guides our responsible business conduct to create long-term value for stakeholders by:

- Improving our long-term performance and resilience by being a leading, sustainable, globally connected mega transshipment hub and gateway port;
- Reaffirming the strategic importance of sustainability to the organisation and the capital market;
- Integrating the principles of sustainability into the Group's strategies, policies and procedures;
- Promoting sustainable practices;
- Complying with and exceeding, where practicable, all applicable legislation, regulations and codes of practice;
- Ensuring that the Board and senior management are involved in implementing this Policy and reviewing the sustainability performance; and
- Creating a culture of sustainability within the Group and community, emphasising integrating environmental, social and governance considerations into decision-making and the delivery of outcomes.

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**Guiding Principles:**

- Comply with and exceed, where practicable, all applicable legislation, regulations and codes of practice.
- Integrate sustainability considerations into all business decisions.
- Familiarise all staff with our Sustainability Policy's strategic impetus and ensure they are committed to implementing and improving these initiatives.
- Minimise the impact of all machinery, terminal equipment, office and transportation activities on sustainability.
- Familiarise all clients and suppliers with this Sustainability Policy and encourage them to adopt sound sustainable management practices.
- Review, annually report and continually strive to improve our sustainability performance.

**Safety, Health and Environmental Policy**

The Group's prime objective as a terminal operator is to establish a practical, safe, healthy, and environmentally friendly ("SHE") working environment for all its workers and port users.

The management commits to fulfilling the following to achieve the success and effectiveness of this Policy:

- Comply with the Occupational Safety and Health Act, 1994 ("OSHA") and Occupational Safety and Health (AMENDMENT) 2022 (Act A1648), Factories and Machinery Act, 1967 ("FMA"), Environmental Quality Act, 1974 ("EQA") and other applicable acts, legislations, orders, rules, codes of practices and other requirements to which the Group subscribes.
- Prevent harm to port users and environmental pollution by continually improving SHE management and performance.
- Provide facilities, materials and resources so that all workers can work in a SHE-friendly manner.
- Ensure that all workers are knowledgeable, informed, trained and supervised in SHE requirements, mitigating all risk to themselves, any other person and the environment.

Westports shall ensure that this Policy will become a catalyst in establishing a SHE working culture in the Group through the undivided cooperation of all sectors.

**Social Sustainability**

Social sustainability focuses on developing programmes and processes that promote social interaction and cultural enrichment, protect the vulnerable, respect social diversity and prioritise social capital to:

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- Maintain a safe and healthy workforce;
- Recruit and retain high-potential and high-performing employees;
- Deliver training and development as a strategic investment and shape culture and behaviour in the Group;
- Allow employees to develop their professional and personal skills;
- Promote safety and well-being amongst all employees;
- Provide a safer workplace for all employees;
- Promote racial harmony and prevent racial discrimination;
- Prevent sexual harassment and other forms of violence against women;
- Be recognised as a good corporate citizen;
- Align contribution and financial giving with the Group's activities;
- Actively encourage our people to become involved in Corporate Social Responsibility ("CSR") work;
- Respond to public enquiries in a professional and timely manner;
- Continue improving public perception and experience of the Group;
- Support and encourage community development; and
- Conduct green port initiatives.

The Group is conscious and committed to its CSR contributions. It has dedicated its CSR initiatives to improving the living standards in Pulau Indah, Port Klang, through a five-pronged approach focused on:

1. Poverty eradication
2. Security and safety
3. Education
4. Environment
5. Community Development

**Governance Sustainability**

We conduct our business ethically, maintaining good corporate governance, compliance and risk management and promoting responsible business practices. The Group understands that good corporate governance and effective management are vital to successfully implementing our corporate objectives to:

- Ensure sustainability forms an integral part of the Strategic Planning;

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- Enhance sustainability through regular updates of strategies, policies and procedures and providing relevant training;
- Establish and continue improving appropriate governance structures and processes;
- Assess the impacts and outcomes of sustainability;
- Plan for long-term resources, including human and financial; and
- Engage with stakeholders while creating and sharing value.

**How We Achieve this:**

- Appreciating stakeholders' expectations and requirements concerning the environment, the UN Sustainable Development Goals and the UN Agenda 2030;
- Understanding how Global Societal Megatrends will affect our business strategies globally and locally, contributing to and improving social value and community benefits;
- Implementing business and project controls to ensure compliance with relevant legislation, contract and client requirements, including arrangements for crisis management and incidents;
- Improving resource-use efficiency, including the use of water, energy (including transport-related energy usage) and raw materials;
- Increasing climate change awareness and improving climate-related risk assessments, including the development of appropriate mitigation measures;
- Valuing diverse skills and contributions by improving diversity and equality;
- Improving natural capital and increasing biodiversity;
- Increasing the development of strategies that benefit human health and well-being;
- Enhancing and assessing our environmental performance by investing in training, awareness, systems, tools and an assurance programme;
- Ensuring the suitability and effectiveness of our suppliers and monitoring their performance;
- Monitoring our sustainability performance and progress against established objectives and targets;
- Adhering to Westports' Health Safety and Environment, Quality and Risk Management governance documents;
- Abiding by Westports' security and cyber security governance documents;
- Following Westports' Integrity, Human Rights, Modern Slavery and all related governance documents; and
- Adhering to Westports' Equality, Diversity and Inclusion governance documents.

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**Practical Steps To Adopt These Principles**

Travel and Meetings

- Walk, cycle or use public transport to attend meetings or site visits unless impractical or cost-prohibitive.
- Avoid physically travelling to meetings where alternatives are available and practical, such as teleconferencing, video conferencing, or webcams, and efficiently time sessions to avoid multiple trips. These options are also often more time efficient while not sacrificing the benefits of regular contact with clients and partners.
- Provide free training webinars to clients to attend at any time to reduce the need to travel to meetings and elsewhere and facilitate regular client contact.
- Reduce the need for staff to travel by supporting alternative working arrangements, including home working, if suitable, and promoting public transport use.
- Use an emissions recording scheme for business travel to monitor our impact.

Purchase of Equipment and Consumption of Resources

- Minimise our use of paper and other office consumables, such as double-sided printing and identify waste reduction opportunities.
- Arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment, as far as possible.
- Reduce the energy consumption of office equipment by purchasing energy-efficient equipment and performing good housekeeping.
- Seek to purchase electricity from a supplier committed to renewable energy, maximising the proportion from renewable energy sources while supporting investment in new renewable energy schemes.
- Ensure that timber furniture and other timber products are recycled or from well-managed, sustainable sources and are certified by the Forest Stewardship Council (FSC).

**Working Practices and Advice to Clients**

- Undertake voluntary work with the local community or environmental organisations in the future and evaluate plans to offset carbon emissions from our activities.
- Ensure any associates we employ consider sustainability issues when advising clients.
- Enclose a copy of our Sustainability Policy in all our proposals to clients.

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**Reporting infringements**

All employees are responsible for preventing anti-competitive practices. Please direct any complaints or reports directly to

- Group Managing Director (" Group MD")  
Address: P.O. Box 266,  
Pulau Indah,  
42009 Port Klang, Selangor  
Email address: [rubeng@westports.com.my](mailto:rubeng@westports.com.my)
  
- Chief Executive Officer (" CEO")  
Address: P.O. Box 266,  
Pulau Indah,  
42009 Port Klang, Selangor  
Email address: [eddielmt@westports.com.my](mailto:eddielmt@westports.com.my)
  
- Head of Human Resource Department  
Address: P.O. Box 266,  
Pulau Indah,  
42009 Port Klang, Selangor  
Email address: [imrankunalan@westports.com.my](mailto:imrankunalan@westports.com.my)
  
- Integrity Officer  
Address: P.O. Box 266,  
Pulau Indah,  
42009 Port Klang, Selangor.  
Email address: [integrity@westports.com.my](mailto:integrity@westports.com.my)

Employees also have the option to submit the complaint directly to the AC Chairman.

- Chairman of Audit Committee ("AC"),  
Address: P.O. Box 266,  
Pulau Indah,  
42009 Port Klang, Selangor.  
Email address: [ac@westports.com.my](mailto:ac@westports.com.my)

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**Review and Revision**

This Sustainability Policy will undergo periodic reviews to ensure its effectiveness, relevance, and alignment with international standards and local laws. Westports will make the necessary to reflect evolving best practices and regulations.

The Board of Directors approved this Policy on 2 February 2024.