



HEXTAR HEALTHCARE BERHAD
(formerly known as Rubberex Corporation (M) Berhad)
199601000297 (372642-U)

SUPPLY CHAIN POLICY

1.0 INTRODUCTION

Hextar Healthcare Berhad (formerly known as Rubberex Corporation (M) Berhad) ("Hexcare" or the "Group") and its subsidiary companies have established policies and procedures for supply chain management. Hexcare strives to meet high Environmental, Social (including health and safety standards) and Governance throughout its operations as well as in all our interactions with our stakeholders through upholding good employment practices by maintaining high levels of ethical standards, integrity and professionalism at all times.

2.0 PURPOSE

The purpose of this Supply Chain Policy ("Policy") is to extend our commitments, policies, and values to our entire value chain and to encourage our suppliers, providers, contractors, and subcontractors (jointly "suppliers") to comply with these same commitments. The Group assumes the management of its supply chain as an integral part of its responsibility with regards to the sustainable development of its activities, respect for the environment, good corporate governance, regulatory compliance, health and safety, promotion of diversity and inclusion, and respect for human rights in order to meet its sustainable development goals. The company encourages and expect its suppliers to perform in a similar manner.

3.0 DEFINITIONS

3.1 "Stakeholders" refers to suppliers, service providers, bankers, contractors, agents, distributors, customers, and other business partners who have direct or indirect dealings with the Group.

4.0 SUPPLY CHAIN PRINCIPLES

4.1 Environmental

Hexcare is mindful of the potential environmental impacts caused by our business activities and will ensure strict compliance to all local environmental regulations at all times along with consistently reevaluating areas in which we as an organization can minimize any negative effects on the environment.

As outlined in our Sustainability Policy, we take the impact of our operations on the environment seriously. Due to this, we expect our stakeholders to equally adopt practices to minimize negative environmental impacts or increase efficiency, especially in the areas of:

- 1) Energy use
- 2) Climate change
- 3) Water use
- 4) Pollution
- 5) Waste reduction
- 6) Resource use

As a Group, Hexcare expects its stakeholders to follow the same principles during their interactions with the environment by complying to all the relevant environmental legislations and adopting best practices wherever applicable.

4.2 Social

Hexcare is aware of its responsibility on the overall wellbeing of its surrounding communities. As outlined in our Sustainability policy, Hexcare is continuously monitoring the social effects of its businesses, to ensure that they are properly assessed, addressed and monitored.

Hexcare expects its stakeholders to equally adopt these practices, as addressed below:-

4.2.1 Upholds best practices in health and safety standards

Hexcare expects all stakeholders to implement necessary health and safety measures at the workplace while reducing potential safety risks and hazards.

4.2.2 Prevention and elimination of forced labour or child labour practices

Hexcare commits to the principle of not using any child and forced labour, and expects all of its stakeholders not to employ any person below the age of 18 and who has not offered himself/herself voluntarily for the work or service.

4.2.3 Ensuring equal opportunities throughout their organizations and adopting non-discrimination principles

Hexcare expects its stakeholders to respect diversity and maintain an open and inclusive workplace. They need to uphold the principles whereby every individual should be given equal opportunity, regardless of his/her age, gender, religion, nationality and ethnicity.

4.2.4 Establishing mechanisms that enable employee representatives to engage with company management and supports the right to freedom of association and collective bargaining

Hexcare expects its stakeholders to foster a culture of inclusivity by offering transparent workforce engagement. In addition, we also expect our stakeholders to support the rights for workers to have freedom of association and respect the rights to collective bargaining. This ensures that workers and employers have a voice that is represented and essential for the effective functioning of labour markets.

4.2.5 Enhancing quality of life through reducing excessive working hours and supporting the right to a minimum wage

Quality of life for individuals, workers and employees could be enhanced through a reduction of excessive working hours. This could also be complemented

through supporting the right to a minimum wage, and where possible, adopt practices to provide a living wage.

As a Group, Hexcare expects its stakeholders to follow the above principles during their interactions with relevant individuals within the Group and local community by complying to all the relevant labour legislation and adopting best practices wherever applicable.

4.3 Governance

Hexcare upholds the trust and fairness principles in its business dealing with its stakeholders and believes this will enable long term and mutually beneficial relationships among all stakeholders.

4.3.1 Fair Treatment

Hexcare will adopt a fair and non-discriminatory approach when choosing its suppliers, contractors and service providers. Hexcare believes that healthy and fair competition will help to improve efficiency and add value in the long run.

4.3.2 Anti-bribery and Corruption

Hexcare has an Anti-Bribery and Corruption Policy in place and has adopted a zero tolerance approach against all forms of bribery and corruption. We will comply with all relevant anti- bribery and corruption laws, rules and regulations of the local governments where we operate. Hexcare will take all reasonable and relevant measures to ensure that our businesses do not participate in any form of corrupt activities for its own advantage or benefit.

As a Group, Hexcare expects our suppliers, contractors and service providers to follow the above corporate governance principles and comply to all the relevant corporate governance while adopting best practices wherever applicable.

5.0 COMMUNICATION OF THE POLICY

This policy will be communicated to all relevant parties via letters, emails, briefing, training and other applicable form of communications.

This Policy is available on Hexcare's corporate website at www.rubberex.com.my.

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