



CORPORATE SOCIAL RESPONSIBILITY POLICY



1. Introduction

Tomypak Holdings Berhad ("Tomypak" or "the Company") is committed to conducting our business responsibly, balancing our economic goals with environmental stewardship and social well-being. Our Corporate Social Responsibility (CSR) Policy aims to create positive impacts on the communities we operate in, while ensuring sustainable business practices.

2. Objectives

The main objectives of this policy are to:

- Promote ethical business practices and good governance.
- Engage in activities that benefit the environment and local communities.
- Enhance employee participation in social and environmental initiatives.

3. Focus Areas

3.1. Environmental Sustainability

We commit to minimising our environmental impact by:

- Reducing waste, energy use, and emissions.
- Supporting recycling efforts and resource conservation.
- Participating in community-based environmental initiatives like clean-up activities.

3.2. Social Responsibility

Tomypak contributes to social well-being by:

- Supporting local community initiatives through donations and volunteer activities.
- Engaging in events like food distribution and public clean-up efforts.
- Enhancing employee well-being through safety, health, and inclusion programmes.

3.3. Ethical Business Practices

We uphold the highest ethical standards in our operations by:

- Enforcing our Anti-Bribery and Anti-Corruption Policy.
- Promoting fairness and human rights, in line with our Human Rights Policy.
- Ensuring that our suppliers adhere to ethical practices.

4. Implementation

Board Oversight: The Board of Directors ensures CSR initiatives are aligned with Tomypak's business goals and sustainability strategy.

Employee Engagement: Employees are encouraged to participate in CSR activities through volunteer programmes and internal initiatives.

5. Governance and Approvals

All CSR activities, including charitable donations, sponsorships, and community engagement projects, will adhere to Tomypak's Limits of Authority (LOA) framework to ensure structured and accountable decision-making. Approval requirements will align with the authority levels specified in the LOA document.

6. Monitoring and Reporting

We will track our CSR activities and include updates in our annual Sustainability Report. Our CSR performance will be reviewed regularly to ensure continuous improvement.



7. Approval

This policy has been reviewed and approved by the Board of Directors. The policy will be periodically reviewed to ensure its relevance and alignment with Tomypak's strategic goals and evolving regulatory requirements.

8. Related Policies

This Corporate Social Responsibility (CSR) Policy should be read in conjunction with the following related policies:

- Anti-Bribery and Anti-Corruption Policy
 - Code of Ethics for Business Conduct
 - Human Rights Policy
 - Environmental Policy
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