

## SUSTAINABILITY POLICY

Aeruma Group is an informative technology company that strives to achieve sustainability excellence across the business endeavours by incorporating sustainable practises into daily operations and connecting them to our mission and guiding principles.

The Sustainability Policy applies to Aeruma Group and based on these aspects – Environmental (environment), Social (Employees, People, and Human Rights), and Ethics and Marketplace.

### ENVIRONMENTAL

The Group acknowledges the significance of Environmental protection for the viability of its companies. The Group is committed to:

1. Apply the program of ongoing Environmental activities and maintain the performance improvement by implementing appropriate monitoring systems and improvement goals on areas that are important to our operations.
2. Consider Environmental and biodiversity issues, as well as their effects, when making decisions and carrying out actions.
3. Increase the understanding of Environmental issues among Clients and Employees.

### SOCIAL (EMPLOYEES, PEOPLE, AND HUMAN RIGHTS)

The Group's commitment to ethical workplace practises is extended by its commitment to Human Rights, which is governed by the principles outlined in the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. The policy outlines the following fundamental principles:

1. Non-discrimination
2. Community' rights.
3. Safety and health
4. Place of work security
5. Data protection and privacy
6. Fair workplace regulations
7. No child labour, forced labour, or trafficking in persons

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The Employee Handbook, Whistle-Blower, Labour Law Policy, Sexual Harassment, and Grievance Handling Policies and Procedures are the other policies that promote the Group's commitment to and appreciation of Human Rights. To effectively meet the requirements and concerns of its consumers, the Group is also committed to providing high standards of service, product quality, and customer engagement.

## **ETHIC AND MARKETPLACE**

The Group has the following measures in place to conduct its business with the utmost honesty, accountability, and transparency to protect the Group's assets and increase long-term values:

### **1. Code of Conduct and Ethics**

In carrying out their tasks and obligations, the Group personnel at all levels are expected to act responsibly, honestly, and with integrity. They are also expected to abide by the Group's policies, procedures, and all applicable laws and regulations. A unified set of values and ethics is upheld within the Group by adhering to the basic standards of conduct and personal behaviour outlined in the Group-wide code. To support the codes, additional group-wide regulations are in place, such as those Governing Competition and Whistle-Blowers.

### **2. Management, Products, and Services Quality**

Through its dedication to delivering management, products, and services that meet the highest standards, the Group aims to continuously improve the reputation of and trust in its brands. The Group does not compromise in any manner on compliance, safety, or quality since it takes the quality and safety of its goods very seriously. Meanwhile, the Group maintains the quality of management by achieving ISO standards (9001:2015) Quality Management System.

### **3. External Stakeholders Engagement**

To support our sustainability initiatives and uphold the minimal environmental, social, and ethical standards, the Group will work with Distri, Agents, Suppliers, and Clients – all external stakeholders. We will strive to implement the necessary regulations in our supply chain in a proportionate and suitable manner.



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#### 4. Privacy and Data Protection

The Group respects all personal data with integrity and respects the privacy of our Customers' and Employees' personal information.



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