



SUPPLIER CODE OF CONDUCT

Dated: 27 August 2026

Supplier Code of Conduct

For the purposes of this Code of Conduct:

- (a) "the Company" means Tanco Holdings Berhad and its material subsidiaries; and
- (b) "Suppliers" means all suppliers, main contractors, subcontractors, agents, and other third parties engaged by the Company to perform works or services for or on behalf of the Company, whether under an agreement, purchase order, or other arrangement (each, "this Agreement").

The Company requires all Suppliers to

- (a) uphold the rights of their employees and workers and treat them fairly; and
- (b) conduct their business ethically and in compliance with all applicable laws of Malaysia, including in relation to anti-corruption and bribery, in accordance with this Code of Conduct.

1. Commitment to Fair and Lawful Treatment

Suppliers shall provide, and shall ensure that their main contractors, subcontractors, vendors, agents, or other associated persons provide:

- **A safe, healthy, and respectful workplace environment** complying with all applicable Malaysian occupational safety and health laws and regulations.
- **Fair compensation and benefits** including basic wages that match and/or exceed the statutory minimum wage, together with overtime pay, and all other statutory entitlements and employer obligations required under Malaysian law.
- **Equal employment opportunities** without discrimination of any form, whether by race, gender, nationality, religion, age, disability, or any other status protected by Malaysian law.

2. Prohibition of Discrimination and Unfair Practices

Suppliers must not engage in or condone discrimination in any form. Without limiting the generality of the foregoing, in performing their obligations under this Agreement, Suppliers shall not:

- Discriminate in recruitment, hiring, promotion, assignment, training, remuneration, or any other employment practice based on race, gender, nationality, religion, age, or disability.
- Harass, intimidate, or subject any worker to physical, verbal, or psychological abuse.
- Withhold legally required benefits or impose unlawful conditions on workers' employment.

3. Anti-Corruption and Bribery

Suppliers shall comply with the Company's Anti-Corruption and Bribery Policy and all applicable anti-corruption and anti-bribery laws, including the Malaysian Anti-Corruption Commission Act 2009. Suppliers shall not offer, promise, give, solicit, or accept any bribe, kickback, facilitation payment, or other improper advantage, whether directly or indirectly, in connection with their dealings with the Company. Suppliers shall promptly report to the Company any actual or suspected act of corruption or bribery relating to the Company's business.

4. Environmental Management

Suppliers shall conduct their operations in an environmentally responsible manner and in compliance with all applicable environmental laws and regulations in Malaysia. Suppliers shall take reasonable measures to minimise their environmental impact, including the responsible use of natural resources, proper management of waste and emissions, and reduction of their environmental footprint where practicable.

5. Confidentiality and Personal Data Protection

Suppliers shall protect the confidentiality of the Company's proprietary, confidential, or commercially sensitive information obtained in connection with their dealings with the Company, and shall not use or disclose such information except as authorised by the Company or as required by law. Where Suppliers process personal data in connection with their dealings with the Company, Suppliers shall comply with the Personal Data Protection Act 2010 and any other applicable data protection laws, and shall implement appropriate measures to protect such personal data against unauthorised access, use, or disclosure. These obligations shall survive the termination of the Supplier's relationship with the Company.

6. Remediation for Breach

If the Supplier breaches this Code of Conduct, the Company shall notify the Supplier in writing of the breach and shall require the Supplier to remediate the breach, at its own cost, within a reasonable period specified by the Company. Nothing in this Code of Conduct creates a right of suspension or termination; any such right arising from the Supplier's failure to remediate, or from a serious or repeated breach, shall be as set out in, and exercised in accordance with, the applicable Agreement between the Company and the Supplier.

Version	Date Approved	Description	Approved By
1.0	27.08.2026	Initial release	Board of Directors