



UNISEM (M) BERHAD
(Co. No. 1883314-V)

CORPORATE SOCIAL RESPONSIBILITY POLICY

Unisem seeks to be a good corporate citizen in all aspects of its operations and activities. We recognize that our operations may impact upon the communities and the environment in which we operate. We therefore are committed to our corporate social responsibilities across the Group to ensure we address and monitor aspects of CSR that are relevant to our business. These include good ethical behavior, concern for employee development, health and safety, care for the environment and community involvement.

It is our Group policy to ensure :

- a) our employees conduct business in a socially responsible and ethical manner, which includes commitment to fair business practice, transparent business practice, honest business practice, respecting the confidentiality entrusted to the Group; and obeying the rules of law.
- b) commitment to creating a working culture that respects, celebrates and harnesses differences to the benefit of customers, employees, shareholders, business partners and the wider communities within which we operate.
- c) access to employment, training and promotion is free from discrimination or harassment.
- d) our employees are encouraged and supported to report in confidence, any suspected wrongdoings (whistle blowing).
- e) our employees are provided with ample learning and development opportunities to fulfil their potential in a safe and healthy environment.
- f) our employees are rewarded and recognized for their contribution to the success of Unisem.
- g) support to charity and community initiatives which are relevant to our business, employees, customers and stakeholders.
- h) commitment to our Environmental Policy and compliance to all applicable environmental legislation in all jurisdictions in which we operate and to adopt responsible environmental practices.
- i) we engage with suppliers whose CSR's policies are in line with Unisem's CSR Policy as stated above.

The management will conduct periodic review of this policy and monitor our CSR programs and activities to ensure the compliance to this policy.

A handwritten signature in black ink, appearing to read "John Chia".

JOHN CHIA
Chairman / Group Managing Director

A handwritten signature in black ink, appearing to read "CH ANG".

CH ANG
Group COO