



GOLDEN LAND BERHAD

[Registration No. 199401012688 (No. 298367-A)]

[Incorporated in Malaysia]

SUPPLIER CODE OF CONDUCT (SCOC)

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1.0 INTRODUCTION

This Supplier Code of Conduct (“Code”) sets out the minimum standards required of all suppliers, contractors, subcontractors, consultants, and other business partners (“Suppliers”) of Golden Land Berhad and its subsidiaries (collectively, the “Group”).

Suppliers are required to comply with this Code in a manner proportionate to the nature, scale, and risk profile of their operations, in addition to all applicable laws and regulations.

The Group expects Suppliers to uphold these standards throughout their own supply chains where relevant.

2.0 COMPLIANCE WITH LAWS

Suppliers shall comply with all applicable laws, regulations, and industry standards in the jurisdictions in which they operate.

3.0 BUSINESS ETHICS AND INTEGRITY

Suppliers shall conduct their business in an ethical and responsible manner in compliance with all anti-bribery, anti-corruption and business conduct laws, including but not limited to the Malaysian Anti-Corruption Commission Act 2009 (“MACC 2009”) and the Group’s Anti Bribery and Anti-Corruption Policy (“ABAC Policy”) and Code of Conduct and Business Ethics.

Suppliers shall:

- (i) act with integrity, honesty, transparency and in good faith in all dealings with the Group;
- (ii) strictly prohibit and refrain from all forms of bribery, corruption, facilitation payments, kickbacks, extortion, fraud, and other improper business practices;
- (iii) avoid conflicts of interest and promptly disclose any actual, potential or perceived conflicts of interest involving the Group;
- (iv) maintain accurate, complete, and transparent books and records;
- (v) cooperate with reasonable due diligence, audit, verification or information requests by the Group relating to compliance with this Code; and
- (vi) acknowledge that any breach of applicable anti-bribery or anti-corruption laws, or this Code, may result in suspension, termination of business relationship, or other actions deemed appropriate by the Group.

4.0 LABOUR AND HUMAN RIGHTS

Suppliers shall respect fundamental labour rights and human dignity. Suppliers shall:

- (i) Comply with applicable labour and employment laws.

- (ii) Treat workers fairly, with dignity and respect, and without discrimination.
- (iii) Provide wages, benefits, and working conditions in accordance with applicable laws.

5.0 HEALTH AND SAFETY

Suppliers shall provide a safe and healthy working environment appropriate to the nature of their operations. Suppliers shall:

- (i) Implement reasonable measures to prevent accidents, injuries, and occupational hazards.
- (ii) Provide appropriate safety training, supervision, and protective equipment where necessary.
- (iii) Comply with applicable health and safety laws and regulations.

6.0 ENVIRONMENTAL RESPONSIBILITY

Suppliers shall operate in an environmentally responsible manner. Suppliers are expected to:

- (i) Comply with applicable environmental laws and regulations.
- (ii) Manage resources responsibly and minimise environmental impact where practicable.

7.0 CONFIDENTIALITY AND DATA PROTECTION

Suppliers shall:

- (i) Safeguard the confidentiality of information received from the Group.
- (ii) Use such information solely for authorised business purposes.
- (iii) Comply with applicable data protection and privacy laws.

8.0 COMPLIANCE, MONITORING, AND ENFORCEMENT

The Group reserves the right to assess, monitor, and verify Suppliers' compliance with this Code.

Suppliers shall cooperate with reasonable requests for information, audits, or assessments.

Failure to comply with this Code may result in corrective action, suspension, or termination of the business relationship, subject to applicable contractual terms and laws.

9.0 LOCAL ADAPTATIONS

This Code establishes the minimum standards applicable to all Suppliers across the Group.

Where required by applicable local laws or regulatory requirements, regional or country-specific addenda may be issued to supplement this Code. Such addenda shall be read together with this Code and shall not reduce or derogate from the minimum standards set out herein.

In the event of any inconsistency between this Code and any local addenda, the more stringent provision shall apply, unless otherwise required by applicable mandatory local law.

10.0 SUPPLIER ACKNOWLEDGEMENT

Suppliers shall acknowledge that they have read, understood, and agree to comply with this Code.

Please confirm your agreement with all the foregoing by signing in the space below.

We acknowledge that we have read and understood GLB's Supplier Code of Conduct and agree to comply with and uphold the principles outlined therein.

Signed for or on behalf of:

Company Name:

Signature:

Name:

Designation:

Date: