

YEW LEE PACIFIC GROUP ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

We always believes in promoting sustainability practices throughout our organisation by imbedding our 3 pillars :

- 1) Sustainable Manufacturing,**
- 2) Supportive Working Environment and,**
- 3) Compliance and Transparency**

These 3 pillars will be in line with the ESG practices within our operations, business strategies and organisational goals. With these initiative, our group is committed to reduce the carbon foot, utilising green resources and making a positive impact on society as well as the environment.

PILLAR 1: SUSTAINABLE MANUFACTURING

Climate change is the biggest challenge of this time and has a significant impact on businesses, society and individuals. This is a matter of global urgency that we must call the needs of shifting to low carbon economy. We aimed to be certified in ISO 14001:2015 Environmental Management System by 2025 to further show our commitment to address the challenges and opportunities in our surroundings where we conduct our businesses and actively participate in sustainable practices of the manufacturing industry and those of our clients.

Energy & Climate

We understand that managing energy resources efficiently and responsibly is not only essential for mitigating climate change but also for ensuring the long-term resilience and competitiveness of our business. Through the adoption of renewable energy (RE) supply for our offices and manufacturing, it will further help our group to achieve carbon reductions and to do so, we are committed to sustain a total RE percentage of 50% in the total mix throughout the whole group for the coming financial years.

Waste Management

We recognize the importance of responsible waste management in minimizing our environmental impact and promoting a circular economy. We strive to adopt efficient waste management practices that prioritize waste reduction, reuse, recycling, and proper disposal. Our group also acknowledges the total plastics used in finish goods that we produced. As an initiative to minimize the one-time plastic usage, we are also committed to use recycled plastic materials or to reuse plastics part for our finish goods whenever it is possible. By year 2025, we will be achieving to use 100% fully recycled plastic to produce our household products as well as using 100% recycled pulp paper boxes to pack our finish goods.

Water Efficiency

We understand that water scarcity and quality issues pose significant challenges to communities and ecosystems worldwide. Therefore, we strive to minimize our water footprint by implementing efficient water management practices, promoting conservation measures, and exploring innovative technologies. Tracking of water usage will be addressed over the upcoming financial years.

PILLAR 2: SUPPORTIVE WORKING ENVIRONMENT

At Yew Lee Pacific Group we recognize that a supportive working environment is essential for the well-being and success of our employees, as well as the long-term sustainability of our business. As part of our commitment to Environmental, Social, and Governance (ESG) principles, we firmly believe in fostering a workplace culture that promotes inclusivity, respect, and personal development.

We strive to create an environment where all employees feel valued, empowered, and motivated to contribute their unique skills and perspectives. By prioritizing the well-being and growth of our workforce, we aim to build a strong foundation for sustainable business practices and positive social impact. In addition, whilst we are fully compliant with all the safety and health regulations, we are also committed to provide safe and conducive working environment with the aid of ISO 45001:2018 Occupational Health & Safety Management Systems certifications by 2025.

Diversity & Equal Opportunities

We firmly believe that diversity and equal opportunities are not only fundamental values but also essential drivers of innovation, creativity, and sustainable success. As part of our initiatives, we are dedicated to cultivate an inclusive and diverse workforce that reflects the communities we serve and values the unique perspectives and talents of every individual. We strive to create a workplace where differences are celebrated and where everyone has equal access to opportunities, regardless of their background, gender, race, ethnicity, or any other dimension of diversity.

By embracing diversity and providing equal opportunities, we aim to foster an environment that fosters collaboration, inspires innovation, and drives positive social change within our company and beyond.

Supporting Development

At Yew Lee Pacific Group, we prioritize the support and continuous development of our workforce. We believe that by providing our employees with ample opportunities for learning, training, and professional advancement, we can foster a culture of continuous improvement, innovation, and excellence. Through mentorship programs, skills training, career development initiatives, and other resources, we aim to empower our employees to reach their full potential, expand their capabilities, and adapt to the evolving demands of our industry.

By nurturing the talent within our organization, we not only contribute to the personal and professional growth of our employees but also drive sustainable business performance

and contribute to the broader social and economic well-being of our stakeholders. By doing this, we are committed to support our employees with minimum 8hrs of training per year as part of our initiatives.

PILLAR 3: Compliance and Transparency

We place a strong emphasis on compliance and transparency as core pillars of our commitment to Environmental, Social, and Governance (ESG) principles. We understand that operating with integrity, adhering to regulations, and maintaining transparent practices are essential for building trust among our stakeholders and ensuring the long-term sustainability of our business.

We are committed to upholding the highest ethical standards in all aspects of our operations, from environmental stewardship to social responsibility and corporate governance. By fostering a culture of compliance, we ensure that our actions align with legal requirements, industry standards, and the expectations of our stakeholders. Furthermore, we are dedicated to transparency in our reporting and communication, providing clear and comprehensive information about our ESG performance, goals, and progress. Through our unwavering commitment to compliance and transparency, we aim to build strong relationships, earn the trust of our stakeholders, and contribute to a more accountable and sustainable future.