



QPL LIMITED

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Corporate Social Responsibility Declaration

Our company, QPL Limited, hereby undertakes that we are committed to Corporate Social Responsibility in accordance with the Responsible Business Alliance (RBA) Code of Conduct. We conduct our business operations in accordance with the following principles:

- Endeavouring to provide a safe and healthy environment for our employees, contractors, suppliers and the communities in which we operate.
- Recognizing the importance of human rights, resource conservation, community wellbeing and business ethics.
- Commitment to the prevention of pollution in the workplace and the promotion of workplace health and safety.
- Use of environmentally friendly materials and providing a safe plant and system of work.
- Implement appropriate measures on pollution prevention and minimization.
- Ensuring the safe handling of hazardous substances.
- Understanding of relevant occupational health and safety concerns.
- Adherence to applicable resource conservation practices.
- Commitment to comply with applicable local environmental, occupational health and safety, and local labour laws.
- Ensuring that employment is freely chosen and not using child labour.
- Treating our employees fairly, including ensuring appropriate working hours and wages payment in compliance with local labour laws.
- Non-discriminatory recruitment policies and freedom of association for all employees.
- Zero tolerance on any form of bribery, corruption, extortion and embezzlement.
- Fair conduct of business (including rejection of anti-competitive behaviour).
- Commitment to protecting the personal information of our customers, suppliers, and employees.
- Providing appropriate communication channels for employees to raise any concerns without fear of retaliation.

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