

Abridged Version of Code of Conduct of Handal Resources Berhad (“HRB”)

1. All employees of the HRB Group play an important role in establishing, persevering and enhancing the reputation of the HRB Group by ensuring the adherence to this Code to streamline with the core corporate values and standards of integrity that the HRB Group is committed to. It is required that employees display the highest levels of professionalism in all aspects of their work and is asked to make a personal commitment to abide by this Code, along with all existing or new laws, regulations and other policies applicable within the HRB Group. With a collective effort, the objective of this Code is to help in creating a safe, secure and healthy working environment for all employees and further project a positive image of the Company to the public at large.
2. While this Code deals with major areas of concern, it does not cover every situation which may arise. This Code also does not distinguish every law, regulation or policy that may apply to your position in the Company. Employees and directors are expected to exercise their own best judgment and discretion within the parameters of this Code, keeping in mind the high standards to which the Company is committed.
3. The HRB Group is committed to bring to the client high quality product and services by placing the emphasis on error prevention by ensuring a consistent detection program in place. Our quality system is intended to ensure that the client receives a product / service that is designed, manufactured and serviced in accordance with the customer, industry and our own strictest quality requirements.
4. Any illegal action or failure in compliance will be dealt with strictly and breaches will be reported to the proper authorities. Such violations will be treated as non-compliance of this Code and will be subject to disciplinary action by the Company.
5. Corrupt practices, whether directly or through intermediaries, are unacceptable. No bribes or improper payments, gifts or inducements will be made to, or accepted from, any party, irrespective of local business custom and practices.
6. All employees must practice confidentiality in relation to all Company information and data encompasses all proprietary information about the Company’s business and employees that is not generally available to or known by the public.
7. Employees and directors are prohibited from personally taking advantage of any business opportunity that typically would be pursued by, or would be of interest to, the Company; or any other business opportunity that the Company may want to take advantage of if the opportunity is discovered using Company property, business contacts or information, or that the employee becomes aware of because he or she works for the Company (or that a director becomes aware of in his or her capacity as a director of the Company); or competing with or otherwise disadvantaging the Company.
8. The Company seeks to comply with all applicable equal employment opportunity laws. The Company doesn’t allow unlawful discrimination or unlawful harassment against applicants or employees. The Company endeavours to recruit, hire, promote and take other personnel actions without regard to race, colour, religion, sex, national origin, age over 40, disability, genetic information, or any other applicable status protected by any laws or regulations. The Company also seeks to comply with all applicable laws or regulations.
9. Employees cannot contribute any Company money, property, time, or services (directly or indirectly) to any political candidate or political party, unless making such a contribution is permitted by law and the employee has the prior consent of the Company’s Chief Executive Officer.

10. The Company prohibits any form of harassment or inappropriate conduct based on a protected class including, but not limited to race, colour, religion, sex, national origin, age, disability, genetic information, or any applicable status protected by federal, state or local law.



HANDAL RESOURCES BERHAD