

INVEST ENERGY GROUP

RESPONSIBLE PROCUREMENT POLICY

Version 01, Effective 15/07/2023

Invest Energy Group is committed to selecting goods and services that are produced and provided in compliance with the best environmental, social, and governance standards. We strive to be a thoughtful and diligent role model in our industry and for our community. Whenever possible, we seek partners who share our values and our commitment to sustainability.

Through this policy, we intend to make our operations more sustainable by:

- Upholding the laws and regulations of the respective countries we operate in
- Identifying and moderating risks associated with our procurement process
- Communicating the policy with stakeholders (internal and external) and raising awareness among our suppliers

In accordance with our commitment to the best standards, we also expect our partners to aspire to the same standards in their business operations, including but not limited to:

1. ENVIRONMENT

- Comply and adhere to all the applicable environmental laws and regulations in the respective countries
- Undertake initiatives to promote greater environmental responsibility such as:
 - Responsible waste management and disposal
 - Reduction of greenhouse gases and other emissions harmful to the environment
 - Conservation of resources

2. LABOUR AND HUMAN RIGHTS

- Comply with all applicable laws, in accordance with the principles of the International Labour Organization, the UN Global Compact, and the UN Universal Declaration of Human Rights
- Prohibit slavery and the use of forced, bonded, or child labour across the supply chain
- Prohibit unlawful discrimination, harassment and not tolerate any form of gender-based violence and harassment to provide a safe and inclusive work environment

Initials

3. BUSINESS ETHICS

- Comply with all relevant international and domestic laws and regulations on ethical business practices
- Demonstrate existence of procedures to prevent:
 - Money laundering
 - Fraud, bribery, corruption
 - Conflicts of interest
 - Data security issues

We understand that procurement performance improvement is a continuous process and recognize the contribution of our partners in our journey to become more sustainable.

This Policy is to be reviewed for applicability, relevance, and effectiveness with the continuously evolving business environment no less than once every two (2) years.



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