

SUSTAINABILITY STATEMENT

This Sustainability Statement ("Statement") elaborates Green Ocean Corporation Berhad ("Green Ocean" or "the Company")'s concepts, practices and achievements of its sustainable development and social responsibility during the financial period ended 30 September ("FPE") 2023 from the economic, environmental and social ("EES") as well as governance aspects.

Scope of the Statement

The Statement covers Green Ocean and its subsidiaries. Information disclosed in this Statement encompasses our core activities related to trading of gloves as well as food and beverages. On 24 August 2023, the Group announced that the Directors has approved the change of financial year end from 30 June to 30 September. Hence this report covers data which had been compiled internally from 1 July 2022 to 30 September 2023.



Trading
of Gloves

Food
& Beverage

The subsidiary of Green Ocean, G Rubber Sdn Bhd has transitioned from its previous business nature of trading gloves to a broader scope of general trading during the current financial period.

Reporting Principles

The Statement is prepared in reference to the principles of:

- Bursa Malaysia Securities Berhad's Sustainability Reporting Guide (2nd Edition);
- Listing Requirements of Bursa Malaysia Securities Berhad [Paragraph (30) of Appendix 9C of the ACE Market Listing Requirements (supplemented by Guidance Note 11)]; and
- Sustainability Reporting Standards ("GRI Standards") core option published by Global Reporting Initiative (GRI).

The Statement follows the reporting principles of:

Materiality

The Group identifies key EES issues through stakeholder engagement and materiality assessment

Quantitative

The Statement states the Group's key environmental and social KPIs on a quantitative basis; quantitative information is accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate

Balance

The Statement provides an unbiased picture of the Group's environmental and social performance

SUSTAINABILITY STATEMENT

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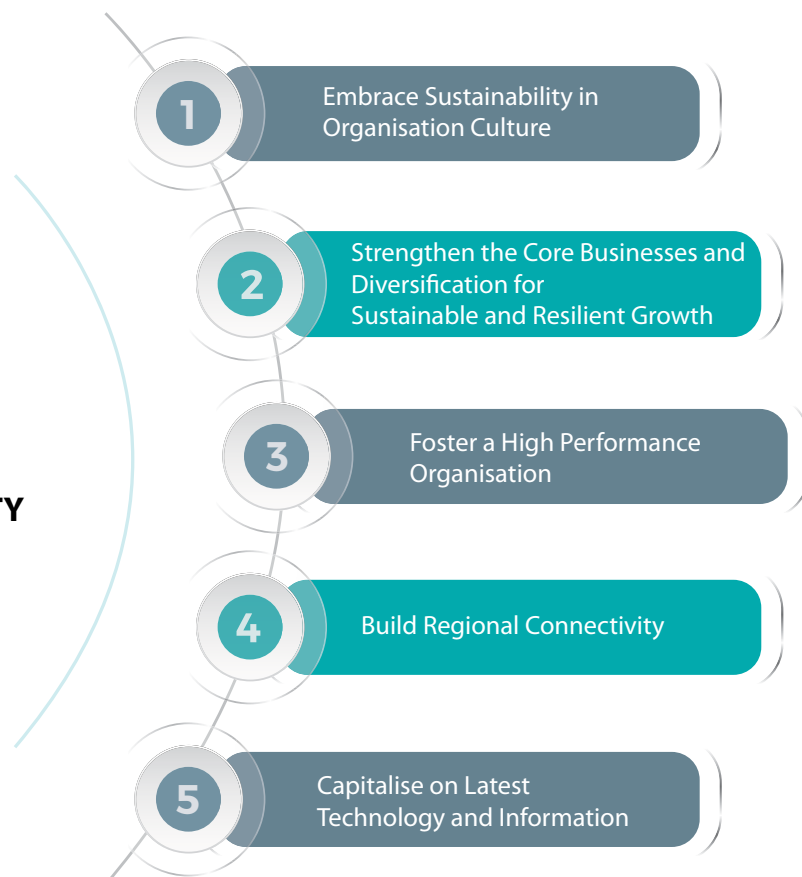
COMMITMENT TO SUSTAINABILITY DEVELOPMENT

Green Ocean has always considered sustainability to be a fundamental aspect of our organisational culture, as we aim to attain sustained growth and profitability while prioritising safety, care and environmental sustainability. We acknowledge that sustainability practices are a crucial factor in investors' decisions regarding investments.

In line with Bursa Securities' Sustainability Reporting Guide (2nd Edition), the Group's sustainability practices are to ensure that EES risks and opportunities are tied in with our governance framework and social responsibilities. This enables our corporate success and behaviour to be judged and measured by the public.

As a responsible corporate entity, our objective is to uphold high standards of governance throughout our operations. This is in line with our corporate culture, which seeks to promote responsible business practices, manage our environmental footprint and address the social needs of the communities where we operate.

OUR POLICY ON SUSTAINABILITY



SUSTAINABILITY STATEMENT

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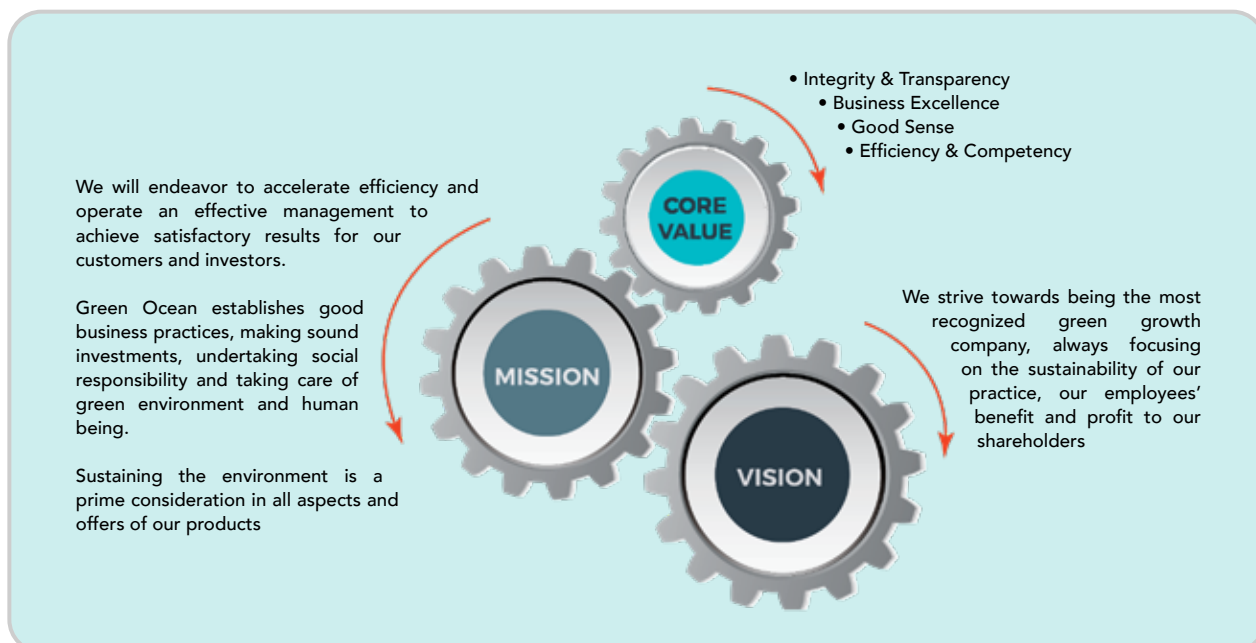
The Group's ability to maintain a sustainable business and create long-term value for its shareholders is subject to various internal and external factors. Each material factor presents unique risks and opportunities to our organisation and is a key consideration in our approach to strategies formulation and execution as it substantially influences the assessments and decisions of our stakeholders. We regularly review these factors to assess their impacts on our business model over the near, medium and long term.



GOVERNANCE FRAMEWORK

Vision, Mission and Core Value

Our vision and mission are the cornerstones of our commitment to the sustainability of the Group. Our core values are the guiding principles that we uphold in day-to-day operations and conduct ourselves to support our vision and shape our culture.



SUSTAINABILITY STATEMENT

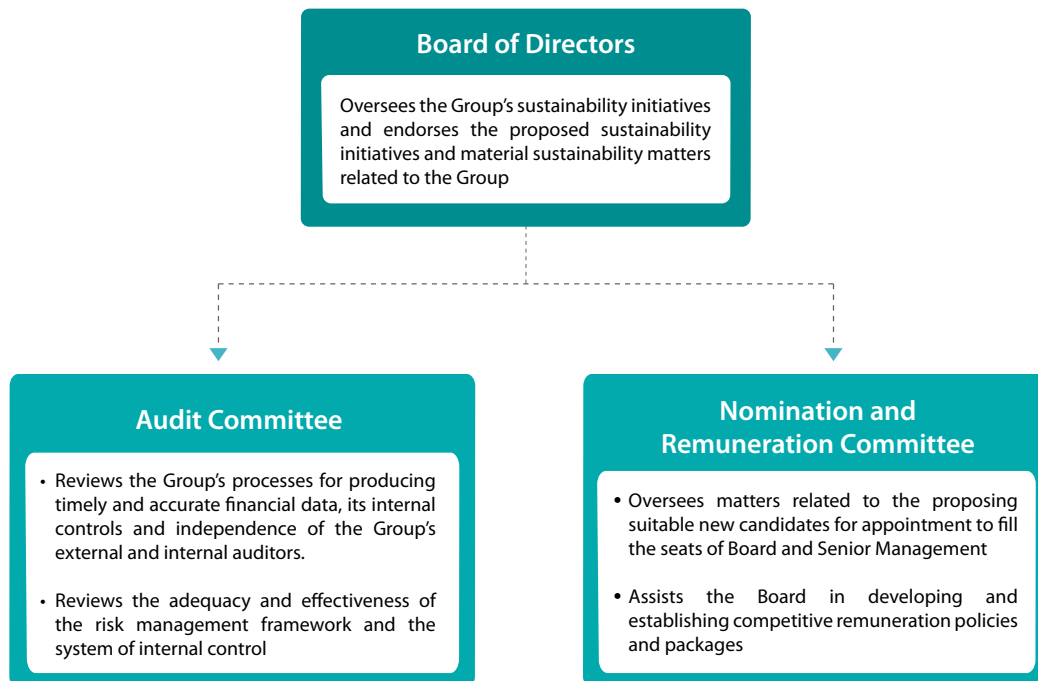
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Corporate Governance

Sustainability is embedded in our organisational approach and is led from the top. The Board of Directors ("Board") plays a vital guidance and oversight role in advancing sustainability across the organisation with the assistance from the Executive Director ("ED") and Senior Management to oversee the implementation of the organisation's sustainability approach and ensure that key targets are being met. The Board should have an overall fluency in sustainability so that they can connect sustainability issues to the strategic decision making for the business. The Board must have a basic understanding of sustainability to ask the right questions and ultimately tie sustainability back to the business and strategic decision making.

The Board also acknowledges that risk management and internal controls are integral to our corporate governance and it is responsible for establishing a sound risk management framework and internal control system as well as to ensure their adequacy and effectiveness. The review of the adequacy and effectiveness of the risk management framework and the internal control system is delegated by the Board to the Audit Committee.

The Group's performance is also tracked with the assistance of the Nomination and Remuneration Committee. Performance evaluation of the Board and Senior Management include a review of the performance of the Group in addressing the Group's material sustainability risks and opportunities.



The responsibility of the Board to promote and embed sustainability in the Group includes overseeing the following:

- Stakeholders' engagement
- Materiality assessment and identification of sustainability risks and opportunities relevant to us
- Management of material sustainability risks and opportunities
- Communication of sustainability strategies, priorities and targets as well as performance against targets to internal and external stakeholders

The Board also cascades sustainability matters to the respective departments in the form of policies, internal memos and updates to the Group's Standard Operating Procedures ("SOPs"), if necessary, to continue embedding sustainability in every aspect of the Group's daily operation.

SUSTAINABILITY STATEMENT

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Ethical Business Practices and Anti-Bribery and Corruption Policy

The Board recognises the importance of ethical business conduct across the operations to maintain our stakeholders' trust. Our businesses are conducted with integrity through good governance as mentioned by the Group's Code of Conduct.

Good governance is the bedrock of our business, led by ethical business practices and integrity. We have embedded the highest standards of governance in our business not only by complying with the law but through processes and directives that continue to reinforce the principles.

The Group has established and adopted Anti-Bribery and Corruption Policy as we are committed to a zero-tolerance against all forms of bribery and corruption. We are committed to conduct our business ethically, as well as in conformity with all applicable laws. This Anti-Bribery and Corruption Policy is applicable to the Board, our employees as well as any third parties associated with us.

The Group inducts all new employees on the Company's Anti-Bribery and Corruption Policy as well as Code of Conduct, during the dedicated in-house orientation programme. Any updates to the Employee Handbook are done through the internal network and all employees have to sign off on the Company's policies on confidentiality and conflict of interest, integrity and prevention of staff fraud once they have attended the Group's internal briefings. All business operations have been assessed for corruption related risks. There was no reported complaints of bribery or corruptions in FPE 2023.

	FPE 2023
Number of complaints of bribery or corruptions reported	Nil

STAKEHOLDER ENGAGEMENT

We continued to engage our stakeholders actively throughout the fiscal year as part of our sustainability assessment process. Engagement with stakeholders allows us to gain a more complete understanding of our materiality issues and matters whilst, we are also able to capture the key aspects and impacts of our sustainability journey.

The table below lists our key stakeholder groups and their respective areas of interest as well as methods by which we engage them.

STAKEHOLDERS	ENGAGEMENT METHODS	ENGAGEMENT AREAS
Shareholders	<ul style="list-style-type: none"> Annual & Extraordinary General Meetings Bursa announcements Quarterly report Annual report Timely update on corporate website 	<ul style="list-style-type: none"> Financial and operational performance Return on investments
Government	<ul style="list-style-type: none"> Compliances to laws and regulations Compliances to standards and specifications 	<ul style="list-style-type: none"> Operation regulations Bursa listing requirements Companies Act Labour law Taxations
Board of directors	<ul style="list-style-type: none"> Board meetings 	<ul style="list-style-type: none"> Corporate strategy Corporate governance

SUSTAINABILITY STATEMENT

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STAKEHOLDERS	ENGAGEMENT METHODS	ENGAGEMENT AREAS
Employees	<ul style="list-style-type: none"> • Trainings • Performance appraisal • Employee engagement activities 	<ul style="list-style-type: none"> • Occupational safety & health • Remuneration policy • Career development • Performance review • Fair employment practices
Financial Institutions	<ul style="list-style-type: none"> • Bursa announcements • Quarterly report • Annual report • Timely update on corporate website 	<ul style="list-style-type: none"> • Financial and operational performance • Funding requirement
Customers	<ul style="list-style-type: none"> • Quality review • Payment terms and timeliness 	<ul style="list-style-type: none"> • Customer satisfactions • Proposals and quotations • Quality assurance • Innovative product
Suppliers	<ul style="list-style-type: none"> • Quality review • Contract negotiation 	<ul style="list-style-type: none"> • Products' quality • Proposal and quotations • Legal compliances
Communities	<ul style="list-style-type: none"> • Community events 	<ul style="list-style-type: none"> • Social contribution • Job opportunities • Donation and financial aid
Analyst / Media	<ul style="list-style-type: none"> • Annual & Extraordinary General Meetings 	<ul style="list-style-type: none"> • Financial and operational performance • General announcements

SUSTAINABILITY RISKS AND RESPONSES

The Board understands the importance of addressing sustainability risks and opportunities in an integrated and strategic manner to support the Group's long-term strategy and success. The Board proactively considers sustainability issues when overseeing the planning, performance and long-term strategy of the Company to ensure the Company remains resilient so as to deliver durable and sustainable value as well as maintain the confident of its stakeholders.

RISK	RISK ANALYSIS	RISK RESPONSES
Market demand risk	The needs of market-oriented approach to identify and respond to the changing need of the customers and aggressive competition.	<p>The Group strives to take proactive measures to remain competitive in this business by, amongst others, constantly keeping abreast with the latest market conditions, and making efforts in maintaining a competitive edge in terms of cost efficiency, service quality, product quality and reliability.</p> <p>Furthermore, the Group expands its existing trading and distribution of frozen meat business into frozen processed food products, alcoholic and non-alcoholic beverages so as to expand its income stream from the food and beverage business.</p>

SUSTAINABILITY STATEMENT

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RISK	RISK ANALYSIS	RISK RESPONSES
Supply risk	The Group obtains its frozen food and alcoholic beverages supplies via purchase orders with the suppliers. There is no binding contract nor agreement to be entered into between the Group and the suppliers. As such, there is no assurance of the continuous supply.	The Group will use its best endeavour to maintain good working relationship with the suppliers.
People risk	<p>Staff engagement: Transforming staff to evolving needs and supporting employment with limited resources without compromise is challenging.</p> <p>Workplace wellness: Expectation on work-life balance and workplace health and safety are even higher after the pandemic.</p>	The Group continues to cultivate a high-performance culture and nurture a vibrant and diverse workforce with robust training and succession plan.

MATERIAL SUSTAINABILITY MATTERS

We conducted a materiality assessment, collecting views from our stakeholders on key material sustainability matters that may have a significant EES impact on our business or substantively influence the assessment and decisions of our stakeholders.

ECONOMIC

Shareholders

Our shareholders are the ultimate owners of the Company and as such, they are entitled to timely and quality information on the Group's financial performance and position. Apart from the Annual General Meeting where shareholders are encouraged to ask questions to the Board and Executive Management on business operations, and the financial performance and position of the Group, the Group's corporate website at www.greenocean.com also provides a link on investor relations where quarterly and annual financial statements, announcements, financial information, annual reports, circulars/statements to shareholders and other pertinent information are uploaded on a timely basis when available.

Although engagement is largely governed by the Malaysian Code of Corporate Governance and the Listing Requirements by Bursa Malaysia, the Group enjoys indirect economic impacts of a goodwill, trust and loyalty and a mutually beneficial investment relationship.

Customers & Products

The Group is committed to see that not only our shareholders' interests are taken care of but also those of our customers and suppliers. The Group values its customers as they are a major reason for its profitability. The Group places great importance in providing quality assurance on our products quality. We strive for product excellence, prompt delivery and service at competitive pricing through continual improvement in our business and operations processes.

SUSTAINABILITY STATEMENT

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PRODUCTS AND SERVICES QUALITY

Well-recognised best practices

Experienced management that equipped with industry knowledge and comprehensive training

Prompt delivery and reliable customer service

Efficient after-sales service, create an integrated and resilient workforce

Our marketing and sales representatives schedule regular meetings, both formal and informal, with our customers to build a strong and conducive relationship. The objective of this is to promote a culture of open communication, trust and reliability.

Our Group recognises that customers' satisfaction is one of the key factors underlying the long-term sustainability of our Group's operations. It is the fundamental policy of our Group that our products and services must not contain any hazardous element and must be of high quality to ensure customers' satisfaction. We uphold the belief that customers rights should be preserved at all times and are on continuous endeavours to create value-for-money for our customers. We also wish to be a responsive and reliable partner to our customers within their respective markets.

The Group will continue to expand the customer base to strengthen our market position coupled with the expansion plans for revenue growth. As part of the sustainability move, the Group has the intention to grow its food and beverages business through the following plans :

- 1) Expand its range of frozen food to include frozen processed food products

On 1 June 2023, Ace Pacific Sdn. Bhd. ("APSB") a wholly-owned subsidiary of the Company, secured its first customer for frozen processed food when it entered into an OEM Supply Agreement with Swang Chai Chuan Sdn. Bhd., SCC Marketing (M) Sdn. Bhd. and Chop Chin Huat Sdn. Bhd. Under the supply agreement, APSB is appointed to supply frozen chicken sausages with customised packaging and labelling under its customer's own brand on a monthly basis for one (1) year. The total order value under the supply agreement is approximately RM7.80 million. The supply agreement commenced on 1 June 2023 and will be renewed automatically for another year upon the expiration, unless terminated by any parties prior to the expiration. APSB will continue to undertake sales and marketing activities for this expansion plan through direct sales and participating in food trade shows to enhance market reach in the frozen food distribution industry. Moving forward, the Group's frozen food business, being the halal food and beverages segment of the Group's food and beverages business, will be consolidated under APSB, while the non-halal food and beverages segment of the Group's food and beverages business will be consolidated under Ace Distributions Sdn. Bhd. ("ADSB") as it embarks on the trading, import and distribution of alcoholic beverages.

- 2) Venture into the trading, import and distribution of alcoholic and non-alcoholic beverages

Alcoholic beverages

In preparation for this new venture, ADSB has obtained 2 licenses from Majlis Bandaraya Petaling Jaya (MBPJ). The first being a trade, business and industry license (valid from 21 March 2023 to 31 December 2023, subject to annual renewal) to permit office management activities which enabled ADSB to have an office for the purpose of conducting business operations and administrative matters related to wholesale distribution of alcoholic beverages and storage of alcoholic beverages. The second being a food establishment license (valid from 13 April 2023 to 31 December 2023, subject to annual renewal) to permit the storage of hard liquor. Thereafter, on 19 April 2023, ADSB submitted an application to Pejabat Daerah dan Tanah Petaling for a license to sell intoxicating liquor ("Liquor License") on wholesale basis. The Liquor License was obtained on 7 July 2023 (valid from 1 July 2023 to 30 June 2024).

SUSTAINABILITY STATEMENT

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Non-alcoholic beverages

The Group may source (from Malaysia) and offer non-alcoholic beverages comprising ready-to-drink beverages (e.g., carbonated drinks and juices) as value added services to its alcoholic beverage segment customers in Malaysia with the commencement of business of the said segment. These ready-to-drink beverages such as carbonated drinks and juices can be used as mixers to be served together with alcoholic beverages or consumed as it is.

3) Venture into the foodservice business through the operation of fast-food chain restaurants

Over the next 12 months, the Group intends to also venture into the foodservice business through the operation of fast-food chain restaurants in Malaysia focusing on take-outs. The Group's preliminary plan for the fast-food chain restaurants is to serve food that can be prepared quickly such as burgers, nuggets and fries. The Group's fast-food chain restaurants are intended to target/ appeal to time-pressed individuals seeking convenient and quick meals.

In the period under review, similar to last year, there have been no incidence or breach from malware, ransomware, hacking or other cyberattacks on its database. The Group strictly disallows its staff from installing software and programs that are not related to works. It has given the Group's assets a clean bill of health, including exposure from unauthorised software usage.

	FPE 2023
Number of incidence or breach from malware, ransomware, hacking or other cyberattacks	Nil

We conduct our business in compliance with the Personal Data Protection Act's guidance with the collection, use and disclosure of personal data. We have also safeguarded against external attempts to breach any confidential information. There were no reported cases of non-compliance with Personal Data Protection Act 2010 in FPE 2023.

	FPE 2023
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Nil

Suppliers

We have built a competent pool of suppliers based on integrity, trust, and reliability. As such, we have maintained good long-term relationships with existing suppliers whom have adapted well to our working culture, integrated sustainability measures in their operations and are willing to go the extra mile in terms of quality and services.

We value the long-term cooperation with our suppliers, which has resulted in better efficiency, reliability of delivering of service or product. Periodic assessments are conducted to ensure that the quality of products and services are on par with our requirements and standards. New suppliers are required to ensure quality of their products and services which are based on the quality standards expected by our customers.

To our suppliers, we are committed to enhance our processes and engage with our suppliers to identify and manage risks, increase productivity and efficiency within the supply chain, underpinned by values of integrity and transparency. We look to create value, by looking for opportunities to collaborate and to share best practices with our suppliers.

SUSTAINABILITY STATEMENT

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Regulatory Compliance

Our Group believes that strict compliance with all relevant laws and regulations is a requisite to promote an ethical and responsible society. To this end, our Group strives to comply with all the relevant laws and regulations applicable to our business operations. Recognising the fact that tax is an important source of income for the government to finance the nation development activities and that everyone will stand to benefit as the nation and economy progress further, our Group places great emphasis in ensuring compliance with the applicable tax regulations and prompt settlement of our tax liabilities. Our Group's commitment to proper compliance with laws and regulations has proven to be favourable and value-enhancing for our stakeholders.

ENVIRONMENT

Waste Management

We recognise the importance of environmental protection for the long-term sustainability of our businesses. Sustainable waste management is vital to preserve the environment, help to address prevalent issues caused by landfills such as land contamination and heightened carbon emissions. We are conscious that part and parcel of the Group's activities can lead to emissions, effluents and industrial waste generation. To minimise our environmental impact, we remain committed to reduce overall waste, particularly waste disposed to landfills, and continuously enhancing our waste management strategies.

Various initiatives have been taken to promote recycling habits and responsible waste management among our staff. Paper recycling initiatives are already in progress by encouraging the employees to prioritise electronic means to share and store documents, and to reduce printing or photocopying, otherwise, to use double-sided printing. Additionally, the Group distribute memos via emails, instead of papers. Other materials such as furniture and fixture are recycled or reused where possible.

Waste segregation has been done by placing different bins in and around our office area. Waste segregation is planned to be fully implemented in the coming years throughout the Group where recycling stations will be set up in convenient locations.

All the measures taken have been successfully inculcated the environmental awareness in our employees and able to reduce our environmental footprint.

Energy and Emissions Management

The global commitment and acceleration of efforts to transition to a net zero economy. We have evaluated our operations to enhance energy efficiency to reduce our carbon footprint to support cleaner and sustainable growth. We aspire to protect the environment by integrating environmental considerations into our decision-making process. We implement appropriate measures to advance energy efficiency to minimise the impacts on the environment brought about by our daily operations.

Our initiatives to reduce our energy consumption every year are we encourage the temperature setting of air-conditioning system of all our office places are within the range of 22-25 degree Celsius. Each year we install and replace lightings with energy saving LED lights. Apart from that, we switch off unnecessary ventilation, air conditioning systems, lighting when not in use and during non-business hours.

In FPE 2023, the Group's headquarter energy consumption stood at 17,242kWh amounting to RM9,535 with an increase in usage of 181.8% from 6,118kWh (8 months usage) in FYE 2022. The Group's warehouse energy consumption recorded at 70,462kWh with an increase of 6.3% from 66,275kWh in FYE 2022. This is mainly due to the increased number of physical events that took place.

SUSTAINABILITY STATEMENT

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Water Savings

Water is a limited resource, and as the world continues to advance and the global population continues to grow, an increasing strain is being placed on the supply of clean water. Water conservation is therefore an area that our Group works hard on, both improving the efficiency with which we use our water, as well as working to educate our employees about the need to conserve it by placing reminders near water taps. A reduction of 57.9% in water usage has been reported in FPE 2023 on water used in Green Ocean's headquarter.

SOCIAL

Training & Talent Management

The old adage, "Our people are our best assets" may sound cliché but it is nonetheless true. At Green Ocean, we have always recognised this and have strived to bring out the best in our people and ensure that they share a vision to always be ahead in all we do. The development of our employees is a key priority which we take seriously as we believe in creating value through the growth of our own people. Our approach is a holistic one that considers learning needs, individual development plans to drive career growth and retention, and the embedding of our culture and values.

The Group also recognises that the Industrial Revolution 4.0 will place pressure in organisations to continuously upskill and reskill our workforce, to stay relevant and productive, so that they can execute their roles and responsibilities efficiently. Employees are encouraged to attend internal or external training or pursue professional development to enhance their knowledge and skill for career enhancement and personal development, in the field of operational, financial, human resource management, technical skills, and others.

FPE 2023	External Training	
	Training hours	Average training hours per employee
Management	16.5	5.5
Workforce	10.0	2.0
Total	26.5	3.3

For critical and leadership roles, succession planning is vital to our long-term performance as part of our Group's sustainability move. Our Nomination & Remuneration Committee will review the Group's human resources plan including the succession management framework and activities, human resources initiatives such as jobs and salary review and the annual manpower budget. The succession planning across the Group is implemented by stages and training programmes are designed specifically for management staff.

For many years, we have recognised the importance of engaging with our workforce. Employees' engagement is important to an organisation because it motivates employees to do their best. We consider effective engagement a key element of the Company's ability to create value as we recognise that our people are our greatest asset. Management regularly engages with the workforce through a range of activities such as festive celebrations and etc.

Safe Workplace

The Group recognises that the safety and well-being of its employees is the foundation of its success. Hence, we strive to provide a safe and healthy environment for our employees and to ensure safe practices in all aspects of our business operations.

The Group has in place a policy that highlights our commitment to:

- ensure compliance with laws and regulations in relation to occupational safety and health; and
- promote a culture where all employees share the commitment to prevent harm to the safety and health of our employees, suppliers and the general public.

SUSTAINABILITY STATEMENT

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The Group is regularly engaging and educating employees to inculcate a culture of safety and compliance through safety and health training. The Group aimed to achieve a zero-accident rate for Occupational Safety and Health and there were no work-related accidents reported in FPE 2023.

The Company also provides training to its staff, such as Basic CPR & AED Training (Basic Life Support).

	2023
Number of work-related accidents reported	Nil

Labour Practices

We are committed to provide and respect fundamental human rights and safeguard against violation of human rights. We guarantee an anti-discriminatory and anti-harassment workplace, one that is safe and healthy and above all, ethical in conduct. Employees are not restricted from unionising and are afforded the freedom of association per local laws and practice. No complaint concerning human right violations or unfair treatment of all employees has been filed throughout 2023.

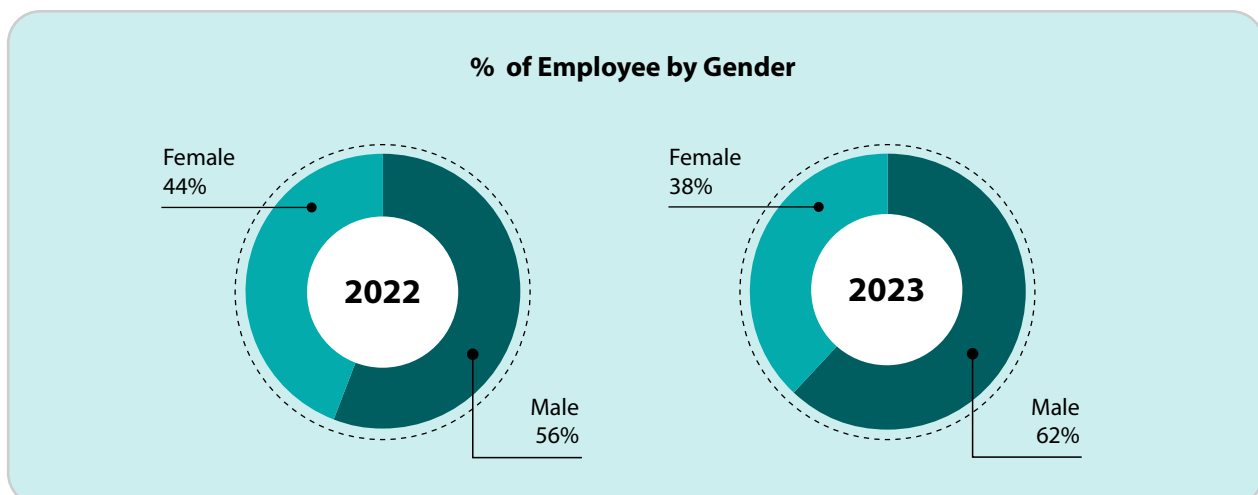
	FPE 2023
Number of substantiated complaints concerning human rights violations	Nil

In addition to this, all employee benefits provided by the Group is above minimum statutory requirements and includes healthcare and insurance coverage, leaves, statutory payment and career development bonuses. Remuneration packages, while strictly private and confidential, are determined upon the employees' experience, expertise, qualifications and job grade.

Diversity & Inclusion

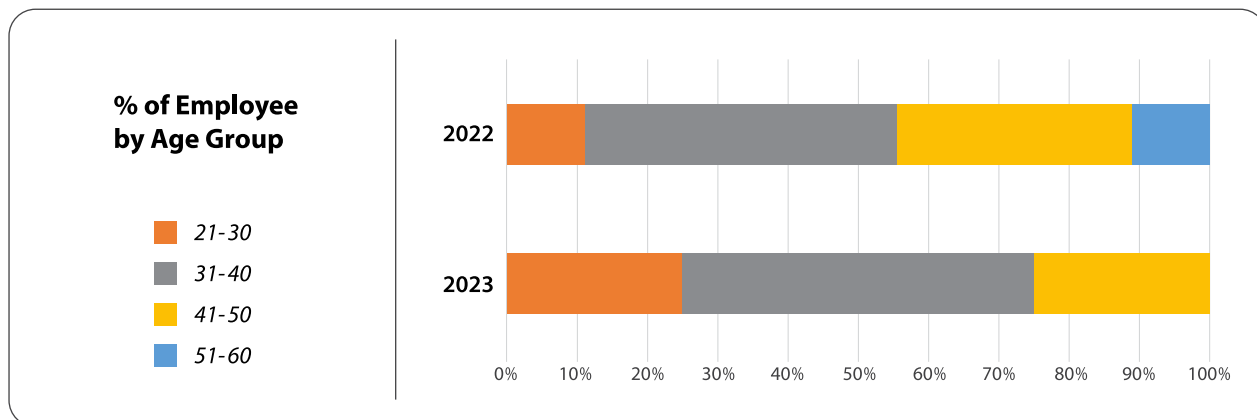
Diversity refers to the differences in workforce by gender, age, ethnicity and disability. This measure is considered across the Board, from the Directors to the Management and the rest of the workforce.

In the appointment and recruitment process, we pride ourselves on being an employer that provides equal opportunities and continuously seek to promote it regardless of religious belief, age, marital status, gender, family status or any disability. Our commitment in that respect applies to all areas of the work environment, all employment activities, resource allocation and all employment terms and conditions. Every employee is given equal opportunity to rise up in their careers through hard work and dedication.

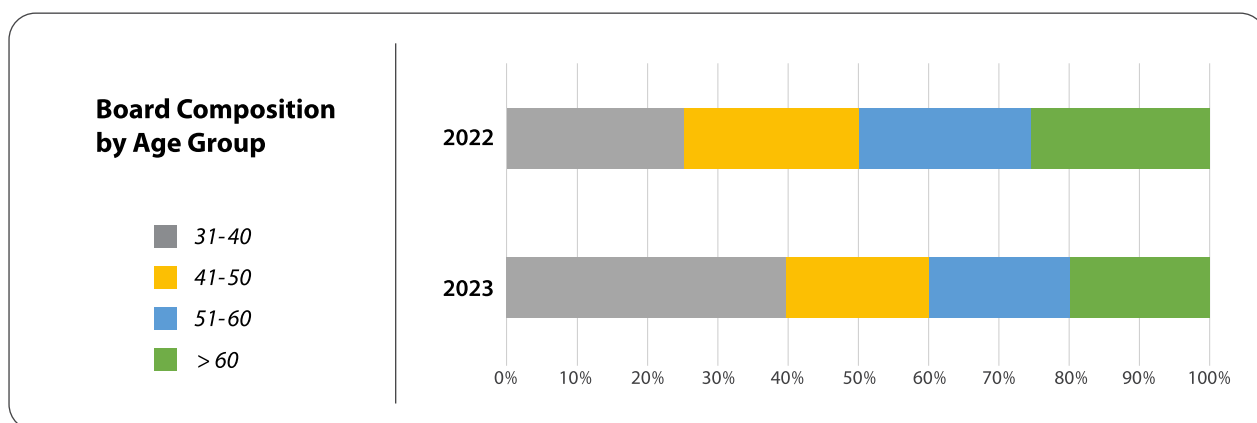
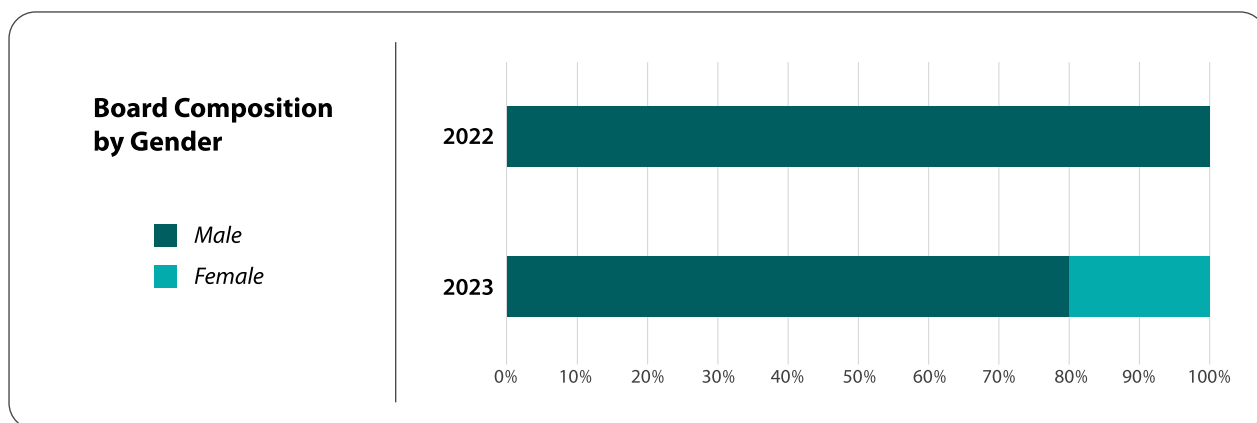


SUSTAINABILITY STATEMENT (cont'd)

Having a diverse team of employees, across age, gender and industry experience, encourages open-minded dialogues, broadens our positive influence and reach, helps bridge gaps, and brings in new perspectives and strategies.



We continue to adopt an approach of strong corporate governance. The Nomination & Remuneration Committee continues to review the composition of the Board and skills and diversity of the Directors and will make further appointments where it considers them necessary, having regard to diversity. The Nomination & Remuneration Committee endeavours to create a diverse pipeline with a good mix of people with varied experiences and backgrounds to enrich the organisation including board composition. It is worth noting that as of the date of this Statement, Green Ocean had 20% women directors on its board of the holding company, a positive increase from nil women director in the previous fiscal year.



SUSTAINABILITY STATEMENT

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Persons with disabilities have yet to be hired by the Group. However, as an equal-opportunities employer, there is no limitation or obstacle for persons with disabilities to join, as long as it doesn't interfere with the nature of the job that otherwise non-disabled staff are able to perform.

Community Care

Community engagements are support especially for those from vulnerable groups is an important part of our outreach activities. We are proud of having the privilege to serve various segments of the community such as those on low incomes, people living with disabilities, senior citizens and etc. towards providing for social empowerment and helping to make a positive difference for people across all walks of life. We have from time to time made various donations and contribution to non-profit or charitable organisations such as donation to orphanage.

OUR COMMITMENT

As a responsible corporate citizen, the Group shall endeavour to undertake sustainable and responsible practices to add value to sustainable business growth, environmental stewardship and social responsibility.

