



# **RADIUM DEVELOPMENT BERHAD**

(Registration No. 201301009006 (1038848-V))

## **SUSTAINABILITY POLICY**

VERSION	EFFECTIVE DATE
2	1 September 2023

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## 1. Introduction

1.1 Recognising the environmental, economic and social challenges in the property development industry, Radium Development Berhad (“Radium” or “Company”) understands the value of sustainability and centres it in all our decisions. We aspire to achieve sustainable excellence in our Environmental, Social and Governance (“ESG”) performance, balancing sustainable business growth and value creation with responsible environmental management within our business operations and in the communities we serve.

1.2 The Sustainability Policy (“the Policy”) is established by Radium and our operating subsidiaries (collectively referred to as “the Group”) to inculcate sustainability practises into our daily business operations and value chain. It outlines our sustainability core principles and commitments within the ESG, ensuring alignment with our sustainability aspirations.

1.3 The Policy aims to guide the Group towards achieving sustainability and should be read in conjunction with:

- Radium’s Code of Conduct and Ethics
- Radium’s Anti-Bribery and Corruption Policy
- Radium’s Whistleblowing Policy
- Radium’s Fit and Proper Policy
- Radium’s Remuneration Policy
- Radium’s Board Diversity Policy
- Radium’s Conflict of Interest Policy
- Radium’s Anti-Money Laundering Policy
- Radium’s Corporate Disclosure Policy
- Radium’s Stakeholder Communication Policy
- Radium’s Insider Trading Policy
- Radium’s Business Continuity Policy

1.4 The Policy is aligned with the following:

### i. Vision

Stimulate Progress For A Brighter Future: Establish Radium as a Nation Builder and create opportunities for people from all walks of life to own property. Now and for future generations

### ii. Mission

Be Bold. Be Different: To specialise in building responsibly and responsively to the needs of people and the market by leveraging on original ideas, emergent technologies and collaboration.

### iii. Core Values

- Build Together: Be professional and responsive always. Foster good team spirit and develop positive relationships.

- Build Different: Be daring. Innovate and drive change.
- Build Standards: Commit to excellence. Be masters of quality and reliability.
- Build Trust: Respect others. Deliver on commitments.
- Build Spectrum: Start with our customers. Build to suit their desires.
- Build Experiences: Create inclusive and diverse spaces that people will seek out.
- Build Sustainably: On every project, honour the environment and the communities around it.
- Build Value: Always begin with economic opportunity and long-term value appreciation in mind.

## **2. Objective**

The purpose of the Policy is to provide guidance on how to conduct businesses of Radium Development Berhad (“Radium” or “the Company”) responsibly so that the Company creates long-term value for the stakeholders and improve the Company’s long-term performance and resilience, towards being Malaysia’s leading, sustainable and globally-connected business. It is to reaffirm the strategic importance of sustainability to the organisation.

The Policy aims to:

- 2.1 Endeavour to integrate the principles of sustainability into the Company’s strategies, policies and procedures;
- 2.2 Promote sustainable practices;
- 2.3 Ensure that the Board of Directors of Radium (“the Board”) and senior management are involved in implementation of the Policy and review the sustainability performance; and
- 2.4 Create a culture of sustainability within the Company, and the community, with an emphasis on integrating the ESG considerations into decision making and the delivery of outcomes.

## **3. Group Sustainability Policy**

### **3.1 Statement**

Radium is dedicated to incorporating ESG values into all aspects of management, operations and decision-making in order to address the effects we have on both the environment and people. By being progressive in our sustainability initiatives and creating long-term values for our stakeholders, the Group strives to achieve a balanced growth between business performance and sustainability.

3.2 The Group’s sustainability initiatives are guided by our four core pillars:

## **A. Good Governance**

The Company believes that good governance is more than just a pursuit towards complying with all the prescripts but that it translates into better business performance and creates a more sustainable value for the Company by way of the following:

- To ensure sustainability forms an integral part of the strategic planning;
- To enhance sustainability through regular updates of strategies, policies, procedures and provide relevant training;
- To establish and continue to improve appropriate governance structures and processes;
- To adopt high ethical values and ensure these practices are upheld across the business of the Company through code of conduct and employee training programmes;
- To assess the impacts and outcomes of sustainability; and
- To plan for long term resources including human and financial.

## **B. Economic Growth**

Increasing the efficiency of our operations by providing consistent income distribution and capital growth for shareholders while fostering the economic development of the communities in which we operate through the following initiatives:

- To add value for stakeholders by offering secure and consistent income distribution and capital appreciation;
- To provide adequate work, worthwhile employment opportunities, and venues for SMEs to expand their businesses;
- To maintain high customer satisfaction and provide quality housing and services for customers and residents of the Company's properties; and
- To ensure responsible supply chain management by pre-evaluating all suppliers and contractors.

## **C. Environment Stewardship**

At Radium, the Company is committed to identifying, managing and minimising the environmental impact of its business operations through the following initiatives:

- To reduce consumption of non-renewable, non-recycled materials;
- To pursue and encourage the use of renewable resources;
- To minimise the level of pollutants entering into the air and water from daily business operations;
- To comply with environmental regulatory and legal requirements; and
- To create an ever-increasing awareness of the Policy within the Company and stakeholders.

## D. Social Responsibility

Radium seeks to protect the lives and health of its employees and communities that surround its operations, and protect its assets, ensure continuity of its business and create public trust. The Company shall incorporate public interest in its business operations by way of the following:

- To maintain a safe and healthy workforce;
- To recruit and retain high potential and high performing employees;
- To use training and development as a strategic investment and a way of shaping sustainability governance culture and behaviour in the Company;
- To enable employees to further develop their professional and personal skills;
- To promote racial harmony and prevent racial discrimination;
- To prevent sexual harassment and other forms of violence against women;
- To be recognised as a good corporate citizen;
- To align its charitable giving with the Company's activities;
- To actively encourage its people to get involved in the charity work;
- To respond in a professional and timely manner to public enquiries; and
- To continue to improve public perception and experience of the Company.

## 4. Sustainability Governance Structure



The Board of Directors oversees Radium's sustainability governance structure by delegating the oversight responsibility and strategic management of material sustainability matters to the Audit and Risk Management Committee.

Sustainability Committee is responsible for overseeing the implementation of sustainability related initiatives. The Sustainability Committee is supported by the Sustainability Working Committee comprising managers and subject matter experts who are outsourced to ensure sustainability of a certain matter (if required). The Sustainability Working Committee is responsible for executing, monitoring and reporting sustainability related initiatives which assists Sustainability Committee in making informed decisions to achieve the Company's sustainability goals. Sustainability performance of the Company is incorporated into the performance appraisal and remuneration appraisal of Directors and Senior Management annually. The Sustainability Governance Structure is attached herein as Appendix 1.

The Board's oversight allows Radium to translate our sustainability strategies into effective execution of initiatives in the respective departments.

## **5. Annual Policy Review**

The Policy is subject to periodic review and revision by the Sustainability Committee with approval from the Board where necessary to reflect any updates and improvement in the Group's sustainability practises. Our sustainability performance will be compiled on a periodic basis and disclosed to the public.

## Appendix 1 – The Sustainability Governance Structure

