



SEACERA GROUP BERHAD
(Company No.: 163751-H)

CODE OF CONDUCT AND ETHICS

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PURPOSE

The purpose of the Code of Conduct and Ethics is to enhance the standard of corporate governance and behaviour with a view to achieve the following objectives:

- 1) To establish standard of ethical conduct for directors based on acceptable belief and values that one upholds.
- 2) To uphold the spirit of social responsibility and accountability of the Company in line with the legislations, regulations and guidelines governing it.

THE CODE

Members of the Board of Directors (“Board”) shall discharge their duties professionally, with due diligence and efficiency and to the best of their abilities. In discharging their duties, each member of the Board shall at all times abide by and conform to the following Code of Conduct and Ethics:

- 1) Have a clear understanding of the aims and purpose, capabilities and capacity of the Company.
- 2) Devote time and effort to attend meetings and to know what is required of the Board, and to discharge those functions effectively.
- 3) Ensure at all times that the Company is properly and effectively managed and at all times act in the best interest of the Company.
- 4) Stay abreast of the affairs of the Company and insist on being kept informed on all matters of importance to the Company in order to be effective in corporate management.
- 5) Compliance at all time with this Code and the Board Charter.
- 6) Observe good corporate governance at all times.
- 7) Adhere to the principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- 8) Act in good faith and in the best interest of the Company and Group.
- 9) Not misuse information gained in the course of duties for personal gain or for political purposes, nor seeks to use the opportunity of the service as directors to promote their private interests or those of connected persons, firms, businesses or other organisations.
- 10) Uphold accountability at all times. This includes ensuring that the Group’s resources are properly safeguarded and the Group conducts its operations as economically, efficiently and effectively as possible at all time.
- 11) Board members must not accept positions on Board committees or working groups where a conflict of interest is likely to arise, without first declaring that interest.
- 12) Constantly conscious of the interest of shareholders, employees, creditors and customers of the Company.
- 13) Provide adequate safety measures and proper protection to employees at work places.
- 14) Effectively use the natural resource and to improve quality of life by being more proactive to the needs of the community.
- 15) Ensure that the activities and operations of the Company do not harm the interest and well-being of the community.

- 16) Declaration of any personal, professional or business interests that may conflict with directors' responsibilities.

This Code of Conduct and Ethics shall be reviewed and updated in accordance with the needs of the Company and upon any new regulation to be implemented.

This Code of Conduct and Ethics is approved by the Board of Directors of Seacera Group Berhad on 22 November 2019 and is effective immediately.