



Supplier Code of Conduct

1. PURPOSE

Betamek Berhad ("Betamek") is committed to conduct business ethically, responsibly and sustainably. This Supplier Code of Conduct (SCoC) establish the principles and standards that all suppliers shall comply with. Suppliers are expected to comply with all applicable laws and continually improve their sustainability performances. These principles will be considered in selection of suppliers and Betamek will actively monitor each supplier's compliance.

2. SCOPE

This Supplier Code of Conduct applies to all suppliers, contractors, consultants, service providers and other business partners providing goods or services to Betamek, including their employees, agents, representatives and subcontractors. Suppliers shall communicate this SCoC to relevant personnel and shall ensure that their representatives and subcontractors comply with all applicable requirements. Where this SCoC, applicable law or a contractual requirement differs, the more stringent requirement shall apply, to the extent permitted by law.

3. SUPPLIER CODE OF CONDUCT

3.1 Business Ethics & Integrity

Betamek is committed to conducting business with the highest standards of integrity, transparency and ethical behaviour. Suppliers are expected to conduct all business activities honestly, fairly and in compliance with all applicable laws and regulation. Suppliers shall maintain accurate and reliable business records, avoid conflicts of interest, protect confidential information and intellectual property, and prohibit all forms of bribery, corruption, fraud and unethical business practices. Suppliers are expected to uphold the principles outlined in Betamek's Code of Business Ethics and Conduct, Anti-Bribery and Anti-Corruption Policy, and Whistleblowing Policy, while fostering a culture of accountability and ethical decision-making throughout their organisation.

3.2 Human Rights and Labour Practices

Suppliers shall uphold the dignity and rights of all workers by complying with applicable labour, employment and immigration laws and internationally accepted human rights principles. This includes prohibiting forced labour, child labour, discrimination, harassment, human trafficking and abuse; ensuring fair employment practices, equitable remuneration, reasonable working hours, freedom of association and equal opportunities; and ensuring that workers hold valid employment authorisations and work permits where applicable. Suppliers shall align with Betamek's Human Rights Policy and maintain a workplace built on respect, diversity and mutual trust.

3.3 Occupational Safety and Health

Suppliers shall comply with applicable occupational safety and health legislation and implement measures to identify, assess and control workplace hazards. They shall promote effective risk management, employee participation, training, emergency preparedness and continual improvement. Suppliers working at Betamek premises shall be responsible for the health and safety of persons affected by their activities, comply with site rules, PPE, security and access-control requirements, protect access cards and credentials, report incidents promptly and take reasonable steps to prevent accidents, injuries and occupational ill health.

3.4 Environmental Policy

Suppliers shall comply with applicable environmental laws and regulations and take proactive measures to prevent pollution, minimise waste, prioritise reuse and recycling, responsibly manage chemicals, conserve natural resources, improve energy and water efficiency and reduce greenhouse gas emissions where practicable. Suppliers are encouraged to adopt environmentally friendly technologies and management practices supporting continual improvement and Betamek's environmental and sustainability objectives.

3.5 Product Quality and Responsible Supply

Suppliers shall maintain effective quality management practices so that products and services conform to agreed specifications, legal requirements and customer expectations. They shall promote product quality, safety, traceability, risk management and continual improvement, and comply with applicable automotive and industry standards. Where applicable, suppliers shall conduct responsible sourcing and appropriate due diligence within their supply chain and ensure relevant subcontractors meet Betamek's quality, ethical, social and environmental requirements.

3.6 Sustainability and ESG

Suppliers shall responsibly manage their environmental, social and governance impacts by promoting ethical business, respecting human rights, protecting the environment and contributing to sustainable economic growth. Suppliers are encouraged to establish measurable sustainability objectives and shall support Betamek's sustainability initiatives by providing relevant, accurate and verifiable ESG information when requested for customer, regulatory and sustainability reporting purposes. Suppliers shall communicate applicable SCoC requirements throughout their organisation and supply chain.

3.7 Information Integrity and Transparency

Suppliers shall ensure that information provided to Betamek is accurate, complete, timely and supported by appropriate records. Personal and confidential data shall be processed only for authorised purposes and protected through appropriate technical and organisational security controls in accordance with applicable data protection laws. Suppliers shall promptly notify Betamek of actual or suspected data breaches, comply with contractual security requirements and securely return or dispose of information when required.

4. MONITORING COMPLIANCE

Suppliers shall establish appropriate policies, procedures, training, controls and management systems to support compliance with this SCoC and retain sufficient records. Betamek or its appointed representative may assess compliance through questionnaires, document reviews, audits, interviews, investigations or site visits. Suppliers shall provide reasonable access to relevant records, personnel and premises, preserve evidence, cooperate fully and implement corrective actions within an agreed timeframe. Any suspected or actual breach shall be reported promptly through the channel identified in Betamek's Whistleblowing Policy. Good-faith reporters shall be protected from retaliation.

Failure to comply with this SCoC may result in corrective action requests, increased monitoring, suspension or non-renewal of business activities, removal from Betamek's Approved Supplier List, disqualification from future procurement exercises, termination of the business relationship or reporting to relevant authorities, depending on the nature and severity of the non-compliance.

5. ENQUIRIES OF SCOC

The SCoC is under the purview of the Sustainability Department. Any enquiries relating to this SCoC may be forwarded to soraya@betamek.my.

A copy of this document is available on Betamek's website. Further information on relevant procedures and policies is available here: <https://www.betamek.com.my/page-8>

6. REPORTING CHANNELS

Any vendor who becomes aware of an actual or suspected violation of Betamek's SCoC must report it immediately by emailing whistleblower@betamek.my.



Supplier Code of Conduct Acknowledgement Form

SUPPLIER INFORMATION

Company Name : _____

Company Registration Number : _____

Contact Person : _____

Position/Designation : _____

Email : _____

DECLARATION

- ☐ We acknowledge that we have received Betamek's Supplier Code of Conduct.
- ☐ We have reviewed and understood all requirements.
- ☐ We agree to comply with the requirements throughout our business relationship with Betamek.
- ☐ We will communicate these requirements to our supply chain.
- ☐ We will cooperate with supplier assessments, audits and requests for supporting information.
- ☐ We agree to promptly notify Betamek should any material non-compliance occur.

Signature : _____

Name : _____

Designation : _____

Date : _____

Company Stamp : _____