

# Sustainability Statement

Sealink International Berhad (“Company”) presents its first Sustainability Statement published in line with Main Market Listing Requirements (“MMLR”) of Bursa Securities in the Company’s annual report for the financial year ended 31 December 2017 (“FYE 2017”). The Company will also comply with the detailed disclosure requirements in Practice Note 9 of the MMLR in the Company’s annual report from FYE 2018 onwards. As such, no separate disclosure of the Corporate Social Responsibility Statement will be made from FYE 2017 onwards.

The Board of Directors (“Board”) is pleased to demonstrate our commitment to create long-term sustainable value and business growth to achieve our strategic objectives and enhance shareholders value in the long term. We undertake developments that are socially, economically and environmentally conducive for a sustainable long-term future and that are material to our business operations.

## STAKEHOLDERS’ ENGAGEMENT

In building long-term business growth, it is essential to understand and be responsive to the stakeholders’ concerns or expectations of the Company. We have identified the key stakeholders relevant to our operations and the different platforms that will be used to engage with all the different stakeholder groups, as indicated in the table below.

| Stakeholders                                     | Engagement Platforms  |
|--|---|
| Shareholders                                     | <ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Quarterly Reports</li> <li>• Annual Report</li> </ul>  |
| Government and Regulators<br>Clients (Customers) | <ul style="list-style-type: none"> <li>• Regulatory requirements</li> <li>• Survey</li> <li>• Customer engagement</li> </ul>  |
| Management<br>Employees                          | <ul style="list-style-type: none"> <li>• Meetings</li> <li>• Internal and external staff trainings</li> <li>• Meetings</li> <li>• Performance appraisal system</li> </ul> |
| Community  | <ul style="list-style-type: none"> <li>• Health, Safety and Environment’s Day</li> <li>• Donations</li> <li>• Company website</li> </ul>                                  |

## ENVIRONMENT SUSTAINABILITY

We are accredited by the Marine Department of Malaysia and maintain a Safety Management System (SMS) for running our Marine Operations. We strictly comply with The International Convention for the Prevention of Pollution from Ships (MARPOL). The SMS system ensures that:

- all activities are compliant with the law;
- HSE matters are managed as a critical business activity;
- HSE is the responsibility of all employees (managers and individuals);
- anyone can ‘Stop Work’ or intervene, where unsafe conditions are present or unsafe activities are observed.

It is the obligation of everyone to act immediately to correct any situation that deviates from our policy or SMS. We must ensure that these standards are never compromised.

Management is minimising the use of paper in print via scanning of documents and only print when necessary. The Group’s environmental policy to “go-green” is carried out on an ongoing basis to avoid and reduce waste and using recycling and environmentally-friendly disposal methods instead.

## Sustainability Statement (continued)

### SOCIAL SUSTAINABILITY

- **Community**

Recognising the importance of the Community, the Group, during the financial year under review, has donated funds to those in need, namely, Miri Palliative Care Association and other deserving organizations. The Group also provides opportunities for undergraduate students to gain exposure on real projects through internship programs. The training provides the students personal growth and exposure to different job opportunities as part of our initiative of giving back to the local community.

- **Training and Development**

We recognise our people's skills, professionalism and the value they contribute to the Group. We also invest in human resource capital through employee training and development such as Offshore Petroleum Industry Training Organization (OPITO) training and other relevant training.

- **Safety and Health**

The Board is mindful of the need to ensure a safe working environment for all employees. Pertinent policies on health and safety have been formalised in writing and disseminated to the workforce for compliance.

Our vision is 'Goal Zero Incident' work environment and our aspiration is to be a 'value creating partner' to our clients (customers), shareholders and communities where we work and live. To achieve our vision and aspirations, the Company committed to a HSE policy whereby we manage HSE matters as a critical business activity, pursue the goal of 'no harm to people and protect the environment'. In addition to the above, we provide and ensure safety working environment onboard ship by establishing and safeguarding all identified risks and promote safety conscious attitude among all the employees and also continuously improve their safety management skills through training, meetings, forums, discussions and talks.

The Group was proudly awarded by oil majors for two commendable achievements, ie, Carigali Hess, 2016 Safety Award For Excellence (S.A.F.E) for Platinum Category. We also reached another milestone as our team achieved Shell Malaysia 2 Years Goal Zero Days for year 2016.

The Group's operations personnel as well as contract workers are provided with, and are required to wear personal protective equipment when carrying out their work at the shipyard, on vessels or at the warehouse in order to achieve zero loss time injury or fatality arising from workplace accidents. Apart from the need to be briefed on safety issues upon arrival, visitors to the Shipyard and vessels are also required to put on safety helmets and boots before venturing to the sites.

The Group has also organized an in-house Health, Safety and Environment (HSE) Day which covers awareness relating to hazards at the workplace, health talk and fire drills, which was conducted in collaboration with an oil major.

The Group has a Safety Officer, who is responsible for overseeing matters concerning the safety and health of employees. A Safety and Health Committee has also been established since 2005 to deliberate on issues relating to hazards at the workplace so that appropriate remedial measures may be taken to address any gaps, all with a view of sustaining a safe working environment in the Group.

Recognising the importance of HSE as one of the Group's business strategy, a copy of "Health, Safety, Environment and Security Policy" can be downloaded from the Company's website at [www.asiasealink.com](http://www.asiasealink.com). Through these policies and guidelines, the Group aims to further improve safety awareness among all employees.

## Sustainability Statement (continued)

### **ECONOMIC AND GOVERNANCE SUSTAINABILITY**

We focus on building sustainable relationships with stakeholders and utilise our resources to contribute to economic growth and bring value to our stakeholders. The Board places great importance on corporate governance and believes in the correlation between good governance and performance. The Board has formalized in writing a Code of Conduct and an Employee Handbook that emphasizes, amongst others, zero tolerance for unethical practices. The Group conducts business in an honest and ethical way to protect all our stakeholders. The Code of Conduct, which applies also to Directors, and the Group's whistle-blowing policies and procedures have been uploaded to the Company's website.

The Group has also been progressively developing pertinent policies and procedures addressing its key business operations to ensure that business is conducted above board at all times. They guide and align with corporate initiatives the Group has implemented to address industry challenges and help us achieve operational excellence.