

Sustainability Statement

Sealink International Berhad (“Company”) presents its Sustainability Statement published in line with Main Market Listing Requirements (“MMLR”) of Bursa Securities in Company annual report for the financial year ended 31 December 2020 (“FYE 2020”).

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 substantial to our business operations.

We are committed to continually improving the integration of sustainability into our working environment and business processes. Our sustainability policy is based upon the following principles:

- to observe and comply with all relevant legislations, regulations and guidelines issued by regulators;
- to consider sustainability issues and integrate these considerations into our business decisions;
- to promote and enable all employees to be aware of, and committed to, implementing sustainability activities taking into consideration the environment, social and governance factors;
- to evaluate new areas of regenerative enterprises which fits into our current enterprise model to form new synergy for growth and at the same time becoming a driving force to protect and restore natural biological assets; and
- to lead the change in the management of water assets through design revolution within our built environment, by addressing end of life wastewater management and its potential as a resource for a bio-circular economy, within the seascape.

To operate on a sustainable basis, we focus our attention on our key impact areas. We employ both corporate strategy and feedback from internal and external stakeholders to define these areas of focus, namely, environment, social and governance factors.

STAKEHOLDERS’ ENGAGEMENT

In building long-term business growth, it is essential to understand and be responsive to the stakeholders’ concerns or expectations to the Company. We have identified the key stakeholders relevant to our operations and different platforms 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"> • Annual General Meeting • Annual Report • Quarterly Reports
Government and Regulators	<ul style="list-style-type: none"> • Regulatory requirements
Clients (Customers)	<ul style="list-style-type: none"> • Survey • Customer engagement
Management	<ul style="list-style-type: none"> • Meetings
Employees	<ul style="list-style-type: none"> • Internal and external staff trainings • Meetings
Community	<ul style="list-style-type: none"> • Donations • Company's website

Sustainability Statement (cont'd)

ENVIRONMENT SUSTAINABILITY

We are committed to identifying, managing and minimising adverse environmental impact of our business operations through the following initiatives:

- ensuring operations and services are safe for our employees, consumers and the environment whilst contributing towards reducing the intensity of greenhouse gas emissions and minimising pollution of environment. Recognising the need to reduce energy consumption and CO2 emission, Management has switched most of the group lighting systems to light-emitting diode (LED) lamps where possible. In addition, all the products we buy are asbestos free and where possible we purchase biodegradable and ozone protection products. In addition, we purchase energy saver electrical products such as inverter air conditioner and refrigerator. Management is also 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. We have a procedure to ensure proper handling and disposal of waste generated from vessel and in accordance with The International Convention for the Prevention of Pollution from Ships (MARPOL) Annex I & V and Environmental Quality Act (EQA) 1974.
- developing innovative and practical solutions to environmental issues with the goal of mitigating or preventing adverse environmental impact arising from our services and processes.

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 International Safety Management (ISM) Code and also other IMO regulations and related conventions such as The International Convention for the Prevention of Pollution from Ships (MARPOL), International Convention for the Safety of Life at Sea (SOLAS), Standards of Training Certification and Watchkeeping for Seafarers (STCW) and etc. 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); and
- anyone can apply '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.

SOCIAL SUSTAINABILITY

1. Community

Recognising the importance of the Community has on its operations, the Group, during the financial year under review, has donated funds to those in need, namely, schools and other deserving organisations. 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. We endeavour to foster a new culture among young interns to work through our built environment and explore opportunities in the aspect of soft biological adaption. The impact on global water cycle and how our built environment can be a solution and not an impact on global water resources degradation.

2. 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 training and other relevant training.

Sustainability Statement (cont'd)

3. 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 is committed to a Health, Safety and Environment (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 on board ship by establishing and safeguarding all identified risks and promote the safety conscious attitude among all the employees and also continuously improving their safety management skills through training, meetings, forums, discussions and talks.

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 Group's shipyard and vessels are also required to put on safety helmets and boots before venturing to the sites. In addition, standard procedures are observed by personnel, including those of contractors, who handle flammable items, especially at the shipyard and on board vessels.

The Group has appointed a Safety Officer, who is responsible for overseeing matters concerning safety and health of employees. A Safety and Health Committee has also been established 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. Our HSE team arranges quarterly meeting among all head of departments with top management to address all HSE related issues for continuous improvement and this is part of our commitment towards HSE for the Group.

The Group has achieved LTI (Loss Time Injury) free / Goal Zero Day 2019 – 2020 & 17 million man-hours and had given incentives to shore and ship crew. Our HSE had also organised a HSE quiz competition 2020 for shore and ship crew in lieu of safety day due to COVID-19 pandemic. In addition, our HSE has also enhanced our proactive intervention culture (UCUX) submission for all office personnel to report on any unsafe act and unsafe condition. Our HSE team also regularly share safety videos on our intranet to enhance HSE awareness to all personnel.

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. Through these policies and guidelines, the Group aims to further improve safety awareness among all employees.

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 formalised in writing a Code of Conduct and an Employee Handbook that emphasises, 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 Whistleblower 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 the adequacy and integrity of the Group's internal control system and management systems. They guide and align with corporate initiatives the Group has implemented to address industry challenges and help us achieve operational excellence.