

## **Background**

Ranhill is committed to conducting its business in accordance with the highest ethical standards and maintaining a workplace environment that encourages open and honest communication. As part of this commitment, Ranhill has implemented the Ranhill Code of Conduct and Business Ethics (CCBE) policy and procedures which defines the core principles and ethical standards that form the basis on how Ranhill creates its value, and lives by it.

## **Objective**

To provide comprehensive guidelines on the standards of conduct expected of all employees of Ranhill. The standards of conduct are to ensure that all employees' behaviour is in line with Ranhill's core values and business principles.

## **Scope**

The CCBE applies to all members of the Board of Directors, employees of Ranhill and employees on secondment to joint ventures, affiliates or associates.

## **Requirements:**

This CCBE shall apply to all Directors (Executive or Non-Executive) and employees who are expected to behave ethically and professionally at all times including beyond working hours.

With respect to their service on behalf of the company, all Ranhill's Board of Directors must comply with the relevant provisions of the CCBE including conflict of interest, inside trading and compliance with all applicable laws, rules and regulations.

All employees of Ranhill shall be required to sign off the Employee Acknowledgement & Declaration form as a means to confirm their acceptance and understanding of the CCBE.

Ranhill will never compromise on its integrity and shall take all action it considers appropriate to investigate any misconducts reported due to violations of the CCBE.

Reference:

HCPPM-0501 Ranhill Holdings Berhad Code of Conduct and Business Ethics Policy & Procedures