

SUSTAINABILITY POLICY

Policy Statement

NIOSH Certification ("NIOSHCert") is committed to a professional and sustainable governance framework in operating its business activities based on the 'Five Ps' of the SDGs. The 'Five Ps' – People, Planet, Prosperity, Peace, and Partnership are fundamental to being a responsible corporate company with resilience and a robust business model embedded in NIOSHCert's business management plan. NIOSHCert shall gain credibility through the effort based on sustainable development for its business continuity and appropriately manage its social, economic, and environmental impacts and other business risks while focusing on growth and development with confidence.

To express and in line with this commitment:

1. NIOSHCert is committed to complying with all applicable laws relating to environmental protection, human and employment rights, governance, and other requirements related to day-to-day operation in the countries where it does business.
2. NIOSHCert shall endeavor to a high standard of integrity in complying with the company's impartiality management.
3. NIOSHCert shall apply process risk-based approaches in developing effective strategies and proper risk management to ensure business continuity and maintain controls and capabilities in managing an organization's overall ability to continue operating in the case of disruptions.
4. NIOSHCert respect clients' requirements, meet or exceed the customers' expectations and achieve satisfaction through continuously improving the effectiveness and efficiency of the company's quality management system.
5. NIOSHCert strives for long-term growth through existing and new clients' engagement by maintaining a high communication standard with the client before, during, and after services or contract end.
6. NIOSHCert shall work ethically and respect the nationally recognized human rights relevant to the company's activities with zero tolerance for human trafficking during recruitment and ensuring no discrimination practices and harassment within the company.
7. NIOSHCert is proactively empowering, reskilling, and up-skilling employees' development, capacity building, and growth to deliver high-quality, resilient services.
8. NIOSHCert is promoting and enhancing its environmental performance through environmental protection and pollution prevention efforts by setting up a framework for environmental protection with purpose-driven.
9. NIOSHCert participates in efforts to improve environmental protection, understanding and sharing appropriate pollution prevention knowledge and methods to industry and community.
10. NIOSHCert ensures this policy is integrated throughout all business activities and will be prioritized equally with other prominent business objectives.
11. NIOSHCert reflects its core value in contributing to the progress and achievement of the related Sustainable Development Goals.

NIOSHCert recognizes that sustainable development is the corporate duty and integral to its pursuit of excellent and responsible human beings while sustaining business conduct. This policy shall be communicated to all employees and related interested parties. The implementation of this policy will be monitored to ensure the achievement of this policy's objectives and reviewed in light of legislative or organizational changes. NIOSHCert has also committed to continually improving its policy and enhancing the established procedures for effectively implementing sustainability management and development in its business.



(SYAMSUL ZHRIN ZAINUDIN)

Chief Executive Officer

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