

DE ECO SR HYGIENE SDN. BHD. (DESH)
CODE OF ETHICS & CONDUCT
(ESG Governance Framework)

1. Purpose

This Code of Ethics & Conduct (“Code”) establishes the principles and standards of behaviour expected from all directors, employees, and representatives of De Eco SR Hygiene Sdn. Bhd. (“DESH”). It serves as a guide to ensure that all business activities are carried out with integrity, professionalism, accountability, and compliance with applicable laws and regulations.

2. Scope

This Code applies to:

- Directors and management
- All employees (permanent, temporary, contract)
- Consultants, agents, suppliers, and partners acting on behalf of DESH

All persons covered under this Code are required to understand and comply with its principles as a condition of their engagement with the Company.

3. Core Ethical Principles

3.1 Integrity & Compliance

DESH is committed to conducting business honestly, fairly, and in full compliance with all applicable laws, regulations, and internal policies. All personnel must perform their duties responsibly and avoid any action that may damage the Company’s reputation or credibility.

3.2 Fair Dealing & Competition

DESH supports ethical and fair competition. Employees must treat customers, suppliers, competitors, and stakeholders fairly and must not make false, misleading, or deceptive statements regarding products, services, or business practices.

3.3 Confidentiality & Information Protection

Company information, including business data, financial information, customer details, and intellectual property, must be safeguarded and used only for legitimate business purposes. Unauthorized disclosure, copying, or misuse of confidential information is strictly prohibited.

3.4 Conflict of Interest

Personnel must avoid situations where personal interests conflict, or appear to conflict, with the interests of DESH. Any potential conflict must be disclosed promptly to management. Company property, information, or position must never be used for personal gain or to compete with the Company.

3.5 Gifts, Hospitality & Benefits

Employees and directors must not offer or accept gifts, entertainment, or hospitality that may improperly influence business decisions or create the appearance of bias or favoritism. Any permissible hospitality must be reasonable, lawful, transparent, and aligned with Company policies.

3.6 Respectful Workplace

DESH is committed to maintaining a safe, respectful, and inclusive working environment. Harassment, discrimination, intimidation, or any form of abusive conduct will not be tolerated.

4. Reporting Concerns

Any suspected violation of this Code must be reported promptly through designated reporting channels or under the Company's Whistleblowing Policy. Reports will be handled confidentially and investigated fairly. Individuals who report concerns in good faith will be protected from retaliation.

5. Compliance & Accountability

All personnel are responsible for complying with this Code. Violations may result in disciplinary action, including termination of employment or contract, and referral to authorities where required by law.

Management is responsible for communicating this Code, ensuring awareness, and monitoring compliance through periodic review and internal oversight.

6. Review of the Code

This Code shall be reviewed periodically to ensure its effectiveness, relevance, and alignment with regulatory requirements, governance standards, and ESG best practices.