



ORIENTAL FOOD INDUSTRIES HOLDINGS BERHAD
Company No. 199601017418 (389769-M)

CODE OF CONDUCT

INTRODUCTION

The Code of Conduct (“the Code”) is intended to apply to directors, employees, business associates (consultants, contractors, trainees, agents, clients, customers, joint venture partners, outsourcing providers, subcontractors, suppliers, vendors, advisors, distributors, representatives, intermediaries, investors, government and public bodies, including their advisors, representatives and officials, politicians and political parties) of Oriental Food Industries Holdings Berhad (“the Company”) and its subsidiaries (“the Group or “OFIH Group”). It establishes a standard to ensure that the working environment and condition are safe and healthy, workers are treated with respect and dignity, and business operations are conducted ethically.

The Group upholds the highest standards of integrity in all business interactions and a zero-tolerance of any and all forms of Bribery and Corruption (including but not limited to, the acts to promise, offer, give, accept or obtain any Bribery and Corruption and any attempt thereof).

The fundamental in adopting the Code is to ensure that all business activities are in full compliance with the laws, rules and regulations of the country in which it operates. If a law of the country conflicts with a rule or policy set out in this Code, the law shall take precedence. The Code encourages the Group to go beyond legal compliance and adopt international recognized standard in order to advance business ethics and control. The Group welcomes input from stakeholders in the continual development and implementation of the Code and adopts the best practice where possible.

OUR VALUES

The Group upholds the highest standards of integrity, transparency and accountability in the conduct of its businesses and operations to ensure continuing sustainability. The Group is also committed to conduct its businesses in an ethical, responsible and transparent manner.

OUR ASSURANCES

- **To Our Esteemed Shareholder**
“We are committed to creating and enhancing long-term shareholder value.”
- **To Our Employees**
“We strive to recruit and retain the most competent people, offer them competitive remuneration packages, and maximize their personal progression through training and development. The Group is committed in providing a safe, secured, healthy and conducive workplace culture where values and mutual reciprocal respect, trust and confidence are its utmost priority.”
- **To Our Valued Customers:**
“We strive to provide quality products and services that meet their expectation through supplying safe and quality products, commitment to conform with internal standards, ISO norms, laws and regulatory requirements including Customers’ countries’ regulations (where applicable), effective communication on quality and food safety requirements and continually improve the effectiveness of the quality and food safety management systems.”
- **To Our Business Partners:**
“We will uphold the highest professional and ethical relationship to ensure mutual benefit with all our suppliers, contractors, service providers, financial institutions and other entities.”
- **To the Respective Government Bodies:**
“We undertake to comply with all applicable laws and regulations laid down and to participate in projects promulgated by government for industry and social development.”
- **To the Community:**
“We pledge that we will be a responsible corporate citizen wherever we operate and will take into consideration the needs and aspiration of the local communities.”