T | +60 17 – 958 5933
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PT9125, Taman Perindustrian
Tungzen, Kampung Kepayang,
31300 Ipoh, Perak

Code of Conduct

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1. Purpose

Alam-Con Sdn Bhd ("the Company") is committed to conducting business with integrity, transparency, and respect for the environment, employees, customers, and business partners.

This Code of Conduct establishes the ethical and behavioral standards expected of all employees, management, and associates. It supports our Sustainability Policy, Anti-Bribery & Corruption Policy, Environmental Policy, and Occupational Safety & Health Policy.

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2. Scope

This Code applies to all employees, officers, directors, contractors, agents, suppliers, and business partners of Alam-Con Sdn Bhd, including anyone acting on behalf of the Company.

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3. Our Core Values

1. Integrity – We act honestly and ethically in all situations.
2. Accountability – We take responsibility for our actions and commitments.
3. Respect – We treat everyone with fairness, dignity, and equality.
4. Sustainability – We balance business success with environmental and social responsibility.

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4. Conduct Expectations

4.1 Integrity and Anti-Corruption

- We adopt a zero-tolerance approach to bribery, corruption, and facilitation payments.
- Employees must not offer, give, solicit, or accept bribes or any improper advantage.
- Gifts or hospitality must be reasonable, transparent, and not intended to influence decisions.
- Conflicts of interest must be disclosed to management.
  (*See also: Anti-Bribery & Corruption Policy*)

4.2 Workplace Conduct, Safety & Anti-Harassment

- We are committed to maintaining a safe, healthy, and respectful workplace.
- Any form of harassment — sexual, verbal, physical, psychological, or online — is strictly prohibited.
- Employees must treat one another with courtesy, fairness, and professionalism.
  (*See also: Occupational Safety & Health Policy*)

4.3 Respect for People and Human Rights

- We uphold fair wages, decent working conditions, and equal treatment for all employees.
- We strictly prohibit child labor, forced labor, and human trafficking in any form.
- We do not discriminate on the basis of gender, age, race, religion, ethnicity, nationality, or disability.
- We ensure a work environment free from sexual harassment or abuse.
- We comply with all applicable labor laws and international human rights principles.
- We expect our suppliers and contractors to uphold the same standards.

4.4 Environmental Responsibility

- We are committed to protecting the environment and minimizing negative impacts through responsible resource use and waste management.
- Employees must follow all environmental laws and support the Company's sustainability efforts.
  (*See also: Environmental Policy*)

4.5 Confidentiality and Company Assets

- Employees must safeguard company assets and confidential information.
- Company resources should be used responsibly and only for legitimate business purposes.

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4.6 Compliance and Fair Business Practices

- All employees must comply with applicable laws, regulations, and internal policies.
- We practice fair competition and reject all unethical business conduct.
- Records and reports must be accurate, complete, and transparent.

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5. Reporting and Whistleblowing

- Employees and partners are encouraged to report unethical, illegal, or improper behavior, including harassment, discrimination, or corruption.
- Reports can be made confidentially to management or designated channels.
- Retaliation against anyone who raises a concern in good faith is strictly prohibited.

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6. Review and Enforcement

- Management is responsible for communicating, monitoring, and enforcing this Code.
- Violations may result in disciplinary action, up to and including termination or legal proceedings.
- This Code will be reviewed periodically to ensure continued relevance and compliance with laws and standards.

Seow Han Leong | Managing Director

31st Oct 2025