

GENERAL BUSINESS PRINCIPLES



HRC's commitment to operating as a sustainable business requires that we integrate economic, environmental and social considerations from planning to execution. In all that we do, HRC is guided by the following eight general business principles.



BUSINESS INTEGRITY

Upholding Integrity as a fundamental value, HRC places a strong emphasis on honesty, integrity, and fairness across all facets of our operations. We hold ourselves and our business associates to the same high standards. HRC is unwavering in its commitment to mitigating the risks associated with bribery and corruption within the organisation.

Employees are strictly prohibited from receiving, soliciting, offering and giving anything of value, directly or indirectly, to inappropriately influence the actions of others, thereby abusing their authority. Facilitation payments are unequivocally considered as bribes and are strictly forbidden.

To prevent conflicts of interest between personal activities and their role in the Company's operations, employees must steer clear of such situations. They are obligated to declare and manage any potential or actual conflicts of interest. All business transactions must be accurately and fairly reflected and disclosed in the Company's accounts, adhering to established policies and procedures, and are subject to audit.



Quality, Health, Safety, Security & Environment

HRC has a systematic approach to health, safety, security and environmental management in order to achieve continuous performance improvement. To this end, we manage these matters as critical business activities, set standards and targets for improvement, and measure, appraise and report performance externally. We continually look for ways to reduce any negative environmental impact of our operations, products and services.



LOCAL COMMUNITIES

HRC remains steadfast in its commitment to being a conscientious neighbour, consistently striving to enhance the well-being of the communities in which we operate. We meticulously manage the social implications of our business activities, focusing on maximising positive outcomes and minimising any adverse effects.

Aligned with global sustainability standards, we prioritise environmentally responsible practices within our refinery operations. Through a focus on energy efficiency and eco-friendly initiatives, we actively work towards reducing our carbon footprint and contributing to a healthier local environment.

Our collaboration with diverse stakeholders amplifies the positive impact of our operations as we actively participate in community development initiatives. Recognising that our commitment extends beyond economic value creation, we actively support essential community services.

Acknowledging our role in societal matters, we uphold transparent governance practices and ethical decision-making, ensuring that our operations adhere to the highest standards of integrity. This approach fosters trust and accountability among our stakeholders.

HRC strongly believes in transparency and accountability, consistently reporting on our performance. Our holistic approach seamlessly integrates social and environmental considerations into our strategy, underscoring our dedication to being a positive force for sustainable development in Port Dickson and its surrounding areas.



COMPETITION

HRC supports free enterprise. We seek to compete fairly and ethically and within the framework of applicable competition laws; we will not prevent others from competing freely with us.



COMMUNICATION AND ENGAGEMENT

HRC recognises that regular dialogue and engagement with our stakeholders are essential. We are committed to reporting our performance by providing full relevant information to legitimately interested parties, subject to any overriding considerations of business confidentiality. In our interactions with employees, business partners and local communities, we seek to listen and respond honestly and responsibly.



ECONOMIC

Long-term profitability is essential to achieve our business goals and to assure our continued growth. It is a measure of both efficiency and the value customers place on HRC's products and services. It underpins the necessary corporate resources for the continuing investment that is required to develop and produce future energy supplies to meet customer needs.

Without profits and a strong financial foundation, it would not be possible to fulfil our responsibilities. Criteria for investment and divestment decisions include sustainable development considerations (economic, social and environmental) and an appraisal of the risks of the investment.



COMPLIANCE

We comply with all applicable laws and regulations of Malaysia, and the countries where we have business dealings.



POLITICAL ACTIVITIES

A. Of Company

HRC operates with a strong commitment to social responsibility and compliance with the laws of Malaysia and the countries with which we engage. In pursuit of our legitimate commercial objectives, HRC upholds the principle of non-participation in party politics and refrains from making payments to political parties, organisations, or their representatives. When engaging with governmental entities, HRC exercises its right and responsibility to communicate our position on matters that impact us, our employees, customers, shareholders, and local communities. This communication is guided by our core values and General Business Principles, ensuring ethical conduct.

B. Of Employees

In line with our dedication to community engagement, HRC supports and encourages employees to participate in community activities, fostering a sense of responsibility and well-being. HRC respects the rights of our employees to make personal choices, including engaging in civic activities or standing for election to public office, as deemed appropriate and in accordance with applicable laws and regulations.

This commitment reflects HRC's values and underscores our ongoing efforts to ensure a positive impact on the communities we serve.