

		External			
		ESG Policy			
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Cubebee Design Sdn Bhd is committed to operating our business in alignment with Environment, Social and Governance (ESG) best practices to safeguard the environment, protect our people, and uphold strong governance to achieve sustainable success of the Company. This policy applies to all employees, subcontractors, suppliers, consultants, business partners or other people who may be affected by company’s strategic direction and business activities.

Environmental Commitment

- **C**ommit to reducing greenhouse gas emissions and energy consumption in our operations and project sites.
- **U**phold the use of sustainable and environmentally friendly building materials in our procurement practices to the extent possible/wherever feasible.

Social Commitment

- **B**e committed to a safe and healthy in the workplace through strong safety management practices.
- **E**mbod/Establish fair employment practices, equal opportunities, employee development and ESG awareness in our corporate culture. Empower workforce through fair employment practices, equal opportunities and development programs.
- **B**e committed to delivering projects that meet agreed specifications and standards to ensure client satisfaction and safe end-use.

Governance Commitment

- **E**nforce conduct of business with integrity, honesty and accountability, while upholding code of conduct and business ethics.
- **E**nsure compliance with laws, regulations and industry standards.

Reporting Concerns

Any suspected or actual violations of this policy may be reported through the Company’s whistleblowing or grievance reporting mechanisms.

Review of Policy

This ESG Policy is reviewed annually to ensure it remains relevant and aligned with regulatory requirements, market developments, stakeholder expectations, and the Company’s strategic direction.