	VITAL TECHNICAL SDN. BHD.	Revision No.	00
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CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY

Human Rights, Forced labor and Child Labor

We observe the principles set forth in the Universal Declaration of Human Rights. We strive to ensure that we are not complicit in human rights abuses. We shall, in all contexts, seek ways to honor the principles of internationally recognized human rights, even when faced with conflicting requirements. We strongly oppose any human beings trafficking. We strongly condemn forced or compulsory labor, child slavery and all practices that exploit children or expose them to harmful or hazardous conditions.


We strictly adhere to local laws regarding minimum age and other terms of employment. The minimum age for employment at Vital Technical Sdn Bhd shall be in accordance with the ILO Convention or the age specified by local legislation if higher.

We do not engage in or support the use of forced or compulsory labor and do not require any lodging deposits or the retention of identity documents upon commencing employment. We do not allow worker's agent withhold any part of any worker's salary, benefits, property or document in order to force such personnel to continue working for the company.

Personnel shall have the right to leave the workplace premises after working hours and free to terminate their employment in accordance with the Contract of Employment.

Conserving Environment and Reducing Energy Consumption

We are committed to conserving the environment by minimizing the impact of our business. We work to reduce the overall energy consumption in our factories and facilities, reduce our carbon emissions, and increase our use of energy from renewable sources. We comply with all relevant environmental laws, rules and regulations where we operate. We promptly address, or report to a manager or the Quality Assurance department, any noncompliant practice concerning water, air, electricity or internal or industrial waste.

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Fair Competition


In all our relationship with customers, external suppliers and competitors we avoid arrangements or actions which restrict fair competition. Vital Technical employees shall not engage in any price fixing, bid rigging, allocation of markets or customers, or any other illegal anti-competitive practices.

Responsible Procurement

We will work with suppliers to ensure that our supply chains share our values. We are committed to the principles of sustainable development and aim to encourage our suppliers to adopt the values of sustainability which we uphold.

Our Responsible Procurement Policy has the following principles:

- 1) Health & Safety – we expect our suppliers to adopt management practices in respect of Health & Safety which provide a high level of safeguarding for their workers.
- 2) Fair Business Practices – the Code of Conduct outlines the ethical standards and fair business practices by which Vital Technical conducts business and we expect our suppliers to adopt similar principles.
- 3) Environmental Protection – we expect suppliers to maintain effective policies, processes and procedures to manage their environmental impact.
- 4) Human Rights – we expect our suppliers to develop and implement policies and procedures to ensure all human rights in their business and to encourage their suppliers to do likewise.

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Responsible Marketing

Vital Technical is committed to responsible marketing of our products. We pledge to align our commercial practices with our sustainability goals, our business goals, and our social responsibility values.

We build and maintain trust in our brands and our company by communicating with our suppliers, customers and consumers in a truthful and transparent manner. We will listen and respond positively to reactions of religious, ethnic, cultural or social groups to our advertising/marketing. In selecting media channels and formats for our advertising/marketing, we avoid any media environment that promotes violence, pornography, racism or hatred toward others.

We will ensure a thorough and continuous compliance with our Responsible Marketing Policy.