

UNITED NATION GLOBAL COMPACT
COMMUNICATION ON PROGRESS

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| Company Name | DVM Technology Berhad | Date | 19 th Feb 2016 |
| Address | Lot 11.3 11 th Floor, Menara Lien Hoe, No. 8, Persiaran Tropicana, Tropicana Golf & Country Resort, 47410 Petaling Jaya | Membership date | |
| Country | Malaysia | Number of employees | 30 |
| Contact name | Ms Tiffany Sim | | |
| Contact Position | Group Finance Manager | Sector | Software & Computer Services |
| Contact telephone no | 603-78053868 | | |

Brief description of nature of business

DVM Technology Berhad is a Malaysia-based investment holding company. Its direct subsidiaries are engaged in the provision of communication systems integration and solutions, data network, data communications solutions, business and operational support systems; the development of software applications and provision of communication solutions, and provision of third generation (3G) broadband video mobile services and related software applications and accessories.

Statement of continued support

Being a signatory of the UN Global Compact and our support of the 10 fundamental principles augur well for DVM Technology Berhad.

As DVM Technology Berhad looks ahead to further expand its regional and international business, we are increasingly confronted with multicultural issues, country domestic conflicts and various socio-economic sensitivities. The UN Global Compact and the UNGC Local Networks “spheres of influence” brings great comfort to our stakeholders domestically, regionally and internationally.

For the year 2015, we hope to be able to achieve corporate culture of honesty, corporate integrity and develop a greater place to work.

We look forward to participating in the Local Network’s activities, continue to influence our stakeholders on the values of the Global Compact’s principles and vigilant in ensuring our organization and its people abide by these principles.

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| Signature | | Position | Group Finance Manager |
| | Tiffany Sim | | |

| HUMAN RIGHTS | |
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| PRINCIPLE 1 | BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLU PROCLAIMED HUMAN RIGHTS |
| PRINCIPLE 2 | BUSINESS SHOULD ENSURE THAT THEY ARE COMPLICIT IN HUMAN RIGHTS ABUSES |

Assessment, Policy and Goals

Within the group which governs the operations and safeguard our employee’s human rights, we have the code of business conduct, written policies, job descriptions and SOPs that clearly stated the employee’s rights and responsibilities, that also implied that willingness of senior management to conduct the business operations with integrity and openness.

In addition to the above, we are continually ensure a safe working environment and always encourage open communication and team work and offers training courses for the development individual skills and knowledge

Implementation

- Adopting an “Open Door Policy” for addressing employee concerns about their job, working conditions.
- Awareness raising or training of employees on Human Rights
- Human resource policies and procedures which supporting Human Rights
- Regular staff meeting with the staff and managers to address their concern
- The handbook is freely available to all staff and a copy is provided to each employee, and make sure it is updated with the latest changes and policies

Measurement of outcomes

- The concerns are addressed accordingly via open door policy and regular meetings
- All policies are reviewed for suitability on an annual basis.
- In the past year there have been no grievances raised in relation to human rights principles
- No incidents of human rights abuses were alleged against the company

| LABOUR | |
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| PRINCIPLE 3 | BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE REGOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING |
| PRINCIPLE 4 | BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR |
| PRINCIPLE 5 | BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR |
| PRINCIPLE 6 | BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION |

Assessment, Policy and Goals

The company practices as equal opportunities, the policies include:

- Non-discrimination on the basis of gender, marital or parental status, race, age, impairment, religion, pregnancy or breastfeeding, colour, national origin, former military status, sexual orientation or any other personal characteristic protected by law.
- Zero tolerance towards physical or verbal discriminatory harassment in the workplace.
- Protect the right of employees to be treated in an equal environment
- Performing unbiased and constructive employee evaluations.
- Ensuring grievance channels are available
- Adheres to all labour legislation of Malaysia

Implementation

- The employees are issued with a contract or letter of appointment for their employment which states the terms and conditions including basic salary, annual leave, medical benefits and sickness entitlement
- The company does not tolerate harassment problems to its employees, the company do encourage all employees to report any incidents of harassment
- As part of human resources development plan, in order to raise the quality of intellectual and professional performance of our staff, we have been sending them to attend certification courses and workshop if time and budget permits
- Increase on insurance coverage
- The open door policy has enabled the employees to raise issues to upper management anytime and direct communication

Measurement of outcomes

- The annual appraisals are to identify personal development needs and training requirements
- Basic salary and allowances of staff will continue to be reviewed by the respective manager in consultation with the HR on an annual basis.
- No mishaps, injuries and job -hopping reported over the last year
- Never received any complaints on the company's working conditions or incidents of harassment

| ENVIRONMENT | |
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| PRINCIPLE 7 | BUSINESS SHOULD SUPPORT A PRECAUTIONALRY APPROACH TO ENVIRONMENTAL CHALLENGES |
| PRINCIPLE 8 | BUSINESS SHOULD UNDERTAKE INIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY |
| PRINCIPLE 9 | BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENCIRONMENTALLY FRIENDLY TECHNOLOGIES |

Assessment, Policy and Goals

The company is proactively addressing environmental, challenges, promoting environmental responsibility, and encouraging the development and use of environmentally friendly materials and technologies.

All of our employees are reminded to switch off their computers, air-conditioners, faxes, copiers etc during the breaks and at the end of each working day. Notices of such policy have been circulated around. We have also replaced old, energy-consuming lights with new LED ones to save energy consumption

Implementation

- Segregate waste for recycling purposes.
- Encourage employees to recycle used papers for printing and double-sided printing, and set 'Print in Greyscale' as default setting in all printers.
- Recycle printer cartridges and any reusable parts of electronic items, e.g. computers, keyboard and etc.
- Set air-conditioning units to 24°C or 25°C, and turn off air-conditioning units where possible.
- Carry out daily routine check and ensure all office equipment e.g. printers, air-conditioning units, computers and etc, to be turned-off where possible, after working hours.

Measurement of outcomes

- As a result of these measures undertaken by us, we have achieved the energy-consumption efficiency, cleaner and waste-reduced environment in our working environment.

| ANTI-CORRUPTION | |
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| PRINCIPLE 10 | BUSINESS SHOULD WORK AGAINST CORRUTIPON IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY |

Assessment, Policy and Goals

DVM Technology Berhad takes a zero-tolerance approach towards bribery and corruption, and is committed to behaving professionally, fairly and with integrity in all our business dealings and relationships wherever the Group operates.

The Group's position on corruption is expressly set-out in our Code of Business Conduct, including consequences for violations of the code, which include termination of employment and referral to appropriate authorities for violations related to criminal acts. The Group shall do full compliance with the Malaysia Anti-Corruption Act 1997.

Implementation

- Code of Business Conduct is revised, i.e. on the reporting procedure to ensure any suspicious actions or conduct can be voiced out by the staff
- Provide internal information and training of related personnel.
- Conduct regular risk reviews and internal audits of all key business units and offices, the process should include all aspects of local and international law.
- Conducting reviews and follow up compliances to ensure that there will be no conflict of interests.

Measurement of outcomes

- To date, no incidents of bribery or kickback or any other types of corruption have been reported for the past year.