

# ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) POLICY

WEIL Hotel strive to maintain the highest standards of excellence whilst empowering our stakeholders to commit and contribute to the environment in which we live. We strongly believe in our duty to set the property on the right track incorporating ESG considerations into our decision-making processes, operations and corporate culture.

This Policy applies to all Associates, Suppliers, Community, and Stakeholders associated with WEIL Hotel. It encompasses our environmental, social and governance practices across all aspects of our business activities.

## ENVIRONMENTAL RESPONSIBILITY

WEIL Hotel promotes the best use of environmental practices, and we will monitor the progress and review environmental performance. We commit to:

- Compliance: Comply with all applicable environmental laws and regulations.
- Resource Efficiency: Continually strive to reduce resource consumption, waste generation, and carbon footprint in our operations.
- Sustainable Practices: Promote sustainable procurement and support local suppliers.
- Conserve and Recycle: Support initiatives to conserve and recycle to reduce environmental degradation.

## SOCIAL RESPONSIBILITY

We are dedicated to promoting positive social impacts and fostering a diverse, equitable and inclusive workplace. We commit to:

- Diversity and Inclusion: Foster a diverse and inclusive workplace that values difference and provides equal opportunities for all Associates without any discrimination.
- Labour Practices: Uphold fair labour practices, including safe working conditions, fair compensation, and protection of Associates' rights.
- Conducive and Healthy Working Environment: Create positive working space and support Associates well-being.

## GOVERNANCE RESPONSIBILITY

We are committed to:

- Regulatory Compliance: Ensure responsible tax practices and compliance to authority requirements.
- Company's Ethical Values and Conduct: We strictly prohibit bribery, corruption, and unethical business practices in all our operations.
- Sustainability Due Diligence: Identify and addressing potential and actual risk.
- Transparency: We are committed to transparent and honest communication with our stakeholders, including customers, associates, suppliers etc.

  
Liew Yu-Wei  
Managing Director  
10 March 2025

