



MY E.G. SERVICES BERHAD
[Registration No. 200001003034 (505639-K)]

HUMAN RIGHTS POLICY



1. Introduction

MY E.G. Services Berhad (“MYEG” or “the Company”) and all subsidiary companies within the MYEG Group (“the Group”) are committed to the highest standards of business and ethical behavior including compliance with all applicable laws and regulations, as well as company policies, practices and procedures.

MYEG recognizes the corporate responsibility to respect these principles and commits to operating its business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights

Our support to Human Rights is consistent with our dedication to enriching our workplace, partnering with our business partners, preserving the environment and supporting the communities where we operate.

2. Definitions

Human rights are basic rights inherent to all human beings, regardless of nationality, place of residence, gender, sexual orientation, national or ethnic origin, colour, religion, language, or any other status.

3. Policy Objectives

The objective of MYEG’s documented policies (as set out in MYEG’s Code of Conduct for Employees) is to provide an overview of expectations for employees and business partners.

In addition, the Human Rights policy exists to:

- (i) inform employees, business partners and customers of MYEG’s commitment to human rights.
- (ii) establish MYEG’s commitment to ‘know and show’ its respect for human rights through on-going human rights due diligence.
- (iii) maintain MYEG’s high ethical standards.
- (iv) contribute to the realization of human rights globally.

4. Policy Scope

MYEG’s Human Rights Policy applies to all MYEG employees, any external stakeholders / public providing services to the Group, including consultants, vendors, independent contractors, external agencies and/or any other party with a business relationship with the Group and clients for or with MYEG and others acting on MYEG’s behalf. This applies to all locations where MYEG conducts business and to all company-sponsored events.

5. Guidelines

MYEG conducts its business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations. Our policies reflect our commitment to respecting the protection of internationally recognized Human Rights.

- (i) All employment with MYEG is voluntary. We do not use child or forced labour in any of our operations or facilities. We do not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude. We fully respect all applicable laws establishing a minimum age for employment, in order to support the effective abolition of child labour worldwide.
- (ii) MYEG abides by all laws and regulations regarding pay practices and the classification of employment according to job level and status.
- (iii) Diversity is embraced at MYEG. We recognize that a diverse mix of backgrounds, skills and experiences drives new ideas, products, and services and provides us with a sustained competitive advantage.
- (iv) We believe everyone should be treated with respect regardless of their background. We are committed to the elimination of discrimination based on gender, race, class, economic status, ethnic background, sexual orientation, age, political beliefs, veteran status, marital status or any other protected class.
- (v) The Group Supply Chain Management System includes the requirement for all suppliers, vendors, contractors, consultants and agents to adhere to MYEG's Labour standards and Code of Conduct policies.
- (vi) MYEG respects all human rights.
- (vii) MYEG commits to conducting on-going human rights due diligence to assess and mitigate potential human rights infringements.
- (viii) MYEG expects those whom it does business with to respect all human rights.

6. Responsibility

The Human Rights policy is owned and maintained by MYEG's Industrial Relations Training & Welfare function. Industrial Relations Training & Welfare is fully responsible for the creation, administration, updating and communication of the policy.



7. Compliance

All Employees and suppliers are expected to comply with this and all applicable MYEG policies. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination and referral to the appropriate authorities, where we have sound reason to believe that our partner organizations infringe human rights we reserve the right to cease those relationships as warranted.

Specific to this policy, employees and suppliers are expected to:

7.1 Never infringe on human rights.

7.2 Be alert to any evidence of human rights infringements in our direct operations or in the operations of our business partners and report any situation in which a human rights infringement is suspected.

8. Periodic Review

This policy shall be reviewed annually by the Board.

This policy is dated 27 February 2020.