



PRESS METAL ALUMINIUM HOLDINGS BERHAD

Registration No. 201601027232 (1198171-H)

HUMAN RIGHTS POLICY

1. STATEMENT

At Press Metal, we are committed to respecting human rights and consistently making efforts to adhere to the standard of human rights and maintaining a responsible and safe work environment for our employees and the local communities. The Policy outlines our principles as well as our operational processes for ensuring that all business units will meet our commitment in the areas of human rights and labor practices. We recognize that everyone is entitled to all the rights and freedoms set forth in this Policy, without distinction of any kind, such as race, skin color, gender, age, religion, nationality, marital status, family situation, cultural background, social origins, caste, disability, political affiliation, sexual orientation or any status protected by law, and the underprivileged groups.

Our Human Rights Policy is devised with general reference to the International Bill of Human Rights and based on the UN Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and relevant standard under the International Labour Organization (ILO) that are endorsed by relevant government authorities of Malaysia.

2. SCOPE

This policy applies to the management and all the employees of Press Metal, and where possible, all the related stakeholders as mentioned in this Policy. We aim to support and guide our management and employees in achieving our business goals and objectives without violating the human rights of all stakeholders. Management responsibility and the commitment of each employee to this Policy are imperative.

3. PRINCIPLES

(a) Everyone is Born Free and Equal

We recognize that all human beings are born free and equal in dignity and rights.

(b) Equality Before Law and Protection

We acknowledge that everyone has the right to life, liberty, security of person and recognition everywhere as a person before the law. All are equal before the law and are entitled without any discrimination to equal protection of the law. Everyone has the right to an effective remedy by the competent national tribunal for act violating the fundamental rights granted by the constitution or by law.

(c) Arbitrary Interference

We recognize that no one shall be subjected to arbitrary interference with his privacy, family, home, correspondence, or personal information or data, nor to attacks upon his honor and reputation. Everyone has the right to the protection of the law against such interference or attacks.

(d) Freedom of Movement

We respect the principle that everyone has the right to freedom of movement and residence, and the right to leave any country, including his own, and to return to his country.

(e) Freedom of Opinion and Expression

We recognize that everyone has the right to freedom of opinion and expression. However, this right shall be subject to such limitations as are determined by any applicable laws to protect the rights or reputations of others, or to protect national security, public order, public health or morals.

(f) Freedom of Thought, Conscience, Religion and Cultural Life

We respect everyone's right to freedom of thought, conscience and religion, which includes freedom either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

We also acknowledge that everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is involved.

(g) Non-Discrimination

We recognize that everyone has the right to work, to free choice of employment, to equal pay for equal right, to just and favorable conditions of work and to protection against unfair labor practice. We prohibit discrimination, we provide equal opportunity with no legal discrimination in which we hire, employ and train employees without consideration of race, skin color, gender, age, religion, nationality, marital status, family situation, cultural background, social origins, caste, disability, political affiliation, sexual orientation or any status protected by law, and the underprivileged groups. We place particular importance on the merits, experience and specific professional qualities of candidates, in addition to their conduct and ethical-professional track records in their work experience.

(h) Women's Rights

We are committed to the establishment and development of policies of gender equality, without direct or indirect gender-based discrimination, and to the taking and promoting of measures to achieve equality in our Company by establishing equal opportunities for men and women as a principle of our human resource practices.

We strive to treat all women and men fairly at work, respect and support human rights and non-discrimination. Women will be given equal opportunity in terms of employment, career advancement, promotion, training, education, professional development, job roles and remuneration and benefits package. We seek to ensure the enforcement of the human rights of women on an equal basis with men.

We believe that individuals must be treated fairly and equally in all employment related decisions and these decisions must be based on qualifications and job-related experiences and performance instead of gender.

(i) Children’s Rights

We recognize that children’s rights are human rights, and that the child is a human being with rights and dignity. We subscribe to the UNICEF’s Children’s Rights and Business Principles in respecting, supporting and protecting the children’s rights through our strategic social investments and philanthropy.

We are committed to respect the children’s rights in terms of the right to life and family, education, food, health, water, identity, freedom and protection.

(j) Indigenous Peoples

We recognize the rights of Indigenous Peoples. Indigenous Peoples, as social groups with identities that are distinct from mainstream groups in national societies, are often amongst the most marginalized and vulnerable segments of the population.

We acknowledge Indigenous Peoples’ rights to political status, social and cultural practices such as health, education, employment, housing, sanitation, social security, standard of living, distinct language and beliefs, culture and heritage, and economic development, lands, and fair and equal treatment with non-discrimination to all Indigenous Peoples and which are free from any kind of discrimination in terms of rights, indigenous origin, or identity. Our approach is guided by the United Nations Declaration on the Rights of Indigenous Peoples (“UNDRIP”).

We have established Standard Operating Procedure for Indigenous Peoples which incorporates the Free, Prior and Informed Consent (“FPIC”) principle to acknowledge the rights of Indigenous Peoples.

(k) Social Management System

Our business activities have significant impact on the people, communities, and environment among which we operate. We continually earn the right to act, proving our respect for the wellbeing of our communities, the environment, and human rights.

We understand the importance of holding a transparent, open dialog with the stakeholders in our communities, and we work to build a culture of trust. We respect the local standards and customs of the communities in which we act. When interacting with local stakeholders, we do our best to understand all problems and concerns, provide them with relevant information, and we recognize the significance of community priority.

As we grow and evolve, our passion will remain not only for what we do but for who we do it with, because forming sustainable bonds and ensuring the health and wellbeing of our people and our communities is our top priority.

(l) Local Communities

We recognize and respect diversity, cultures and sacred heritage, customs and values of people in communities where we operate, and we seriously take into account their needs, concerns and aspirations regarding their traditions and cultural identity.

We are committed to promoting sustainable communities in which we operate, and constantly engaging with the stakeholders in these communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. We are also committed to creating job opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives, which includes organizing regular Corporate Social Responsibility (CSR) activities.

(m) Communication and Engagement

We recognize the importance of communication between the management and the stakeholders. We encourage two-way communication between the management and the stakeholders in order to improve the relationship and engagement.

We are committed to engaging with the stakeholders to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we will engage in dialogue with these stakeholders on human rights issues related to our business.

(n) Health and Safety

We are committed to operate in a safe and conducive environment taking into account of the health of our employees, customers, suppliers, contractors and the communities in which we operate. The Company provides a safe and healthy workplace with just and favorable conditions of work, complies with the applicable safety and health legislations, rules and regulations and internal requirements. The Company will not compromise any safety or health requirements for profit or revenue or production or sales.

(o) Security

Ensuring the safety and security of our employees and the facilities is one of our main priorities. We subscribe to the Voluntary Principles on Security and Human Rights in developing practices that maintain the safety and security of our operations while respecting the human rights of those who come into contact with security forces related to these operations. We are committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe disruptive conditions due to internal and/or external threats.

We require all our security personnel to comply with the rights, freedom and personal safety of all our employees, as well as the employees of contractors, local communities and visitors. We take all the necessary measures to avoid unwarranted and/or inappropriate use of power by the security personnel. Persecution and harassment of any form is strictly prohibited.

Meanwhile, all employees, employees of contractors, local communities and visitors are required to follow the established rules of access control and internal security policy and procedure, as well as observe the legitimate demand of the security personnel.

(p) Freedom of Association and Collective Bargaining

We acknowledge that everyone has the right to freedom of peaceful assembly and association. No one may be compelled to belong to any association.

We recognize our employees' right to freedom of association and open communication, including the rights of the employees to bargain collectively, without fear of intimidation or reprisal or any type of harassment. We respect and comply with all applicable laws and legislations in the jurisdictions in which we do business.

(q) Child Labor and Forced Labor

We do not tolerate child labor or forced labor in our operations.

Our hiring practices comply with the local applicable laws and regulations and we do not employ children or support the use of child labor. We also encourage the creation of educational, training or apprenticeship programs for young people.

(r) Remuneration

We are committed to remunerate our employees fairly and competitively relative to the industry and prevailing labor market. We operate in full compliance with the labor and wage legislations and laws.

(s) Working Time

Our working time practices comply with the applicable labor laws and regulations. We respect the right to rest and leisure, including workers will have a minimum one day off per seven-day period.

(t) Data Privacy

We are committed to protecting the personal information of all individuals and to leverage data as an enterprise asset and mitigate risk of data breach, data losses or misuses. It is our policy to comply fully with all applicable data privacy laws in the countries where we do business, and we are committed to collect, process and transfer personal data responsibly and in accordance with the principles and obligations set forth in our data privacy policy and/or rules and regulations, unless it conflicts with stricter requirements of local laws.

(u) Harassment in The Workplace

We are committed to fostering a workplace culture that prioritizes safety, health, and positivity, ensuring that all employees are free from any form of harassment, including sexual harassment. We implement proactive and grievance reporting system to prevent and rectify such incidents and address any reports of sexual harassment with fairness and confidentiality. Your well-being is our top priority, and we strive to create an environment where everyone feels respected and supported.

4. IMPLEMENTATION**(a) Due Diligence, Awareness and Training**

We continually and constantly evaluate, review, and seek ways to strengthen our approach to addressing human rights. We are committed to conducting human rights due diligence and to engage with our key stakeholders, including Indigenous Peoples where applicable, to continue to improve our approach. Meanwhile, we will also create awareness amongst the employees in order that the employees will fully appreciate and comply with our human rights policy and initiatives.

Furthermore, to supplement the human rights initiative, we are also committed to ensure that all the employees are aware and kept informed of our Anti- Bribery and Anti-Corruption Policy, Code of Conduct and Sustainability Policy, in which relevant awareness programs will be conducted for the employees to attend accordingly.

(b) Reporting and Remedy

We provide our stakeholders with available grievance mechanisms related to human rights issues and take action following the consideration of the complaints received. Any allegations of human right violations will be promptly, impartially, and confidentially investigated and acted upon. We place importance on the provision of an effective remedy wherever human rights impacts occur.

We are committed to continue increasing the capacity of our management to effectively identify and respond to these concerns. Moreover, we continue to instill the awareness and knowledge of our employees on human rights encouraging them to speak up, without retribution, about any concerns that they may have.

5. Periodic Review

This policy shall be reviewed by the Company in accordance with the needs of the Group or every five (5) years or updates as and when required. This policy shall be made available on the Company's website.