

INTRODUCTION

Land and General Berhad (“L&G” or “the Group”) is committed to respecting human rights in accordance with national laws and international human rights guidelines and policies, including:

- Employment Act 1955
- Occupational Safety & Health Act 1994
- Factories and Machinery Act 1967
- Trade Union Act 1959
- Industrial Relations Act 1967
- The Malaysian Sustainable Palm Oil (“MSPO”) standards; No Deforestation, No Peat and No Exploitation Policy
- International Labour Organisation (“ILO”) Conventions on Labour Standards
- The United Nations (“UN”) Universal Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights

Our Human Rights Policy (“Policy”) outlines our principles as a responsible and ethical business which include zero tolerance for child labour, forced or compulsory labour, discrimination, abuse or harassment.

SCOPE

This Policy applies to employees and directors of L&G's three divisions: Property, Education and Plantation as well as relevant third parties including suppliers, vendors and contractors. The Policy should be read in conjunction with the Group's other codes, policies and procedures.

COMMITMENTS

The Group respects the rights of our employees, communities and other stakeholder groups through our human and labour rights commitments which include, but are not limited to:

❖ No Forced or Compulsory Labour

In accordance with national and international laws, L&G prohibits forced or bonded labour and takes appropriate precautions to avoid the knowing or unknowing use of such labour throughout our value chain. As a preventive measure, employees’ original documents are not retained. The Group ensures that employment contracts issued are understood by employees prior to obtaining their consent for any employment engagement.

❖ Protecting the Rights of Children

The Group complies with the UN Convention on the Rights of the Child (UNCRC), where we prohibit the hiring of children under 18 years of age. L&G is committed to the protection of children by ensuring that no child is employed by the Group or our contractors.

❖ Zero Tolerance for any form of Abuse, Bullying or Harassment

L&G maintains a conducive working environment free from physical, sexual, verbal or other abuse, threats or harassment. We take measures to prevent such incidents and address any reports of misconduct in a confidential manner.



❖ Promoting a Conducive and Inclusive Workplace

We practise a zero-tolerance policy for any form of discrimination based on gender, race, ethnicity, religion, nationality, age, disability or sexual orientation. Employee hiring, promotion, training and compensation are based solely on merit, performance and experience. We also practise equal pay for equal work and comply with the national wage laws.

❖ Providing Safe and Healthy Workplace

The Group is committed to providing a safe and healthy workplace in line with the Occupational Safety and Health Act 1994 and Factories and Machinery Act 1967. L&G strives to minimise any work-related hazards and risks in our efforts to eliminate workplace accidents, injuries or fatalities. Emergency response procedures are also in place to address unforeseen events. Employees shall strive to maintain a healthy, safe and productive work environment by adhering to the highest standards of professional conduct. They should conduct themselves with honesty and propriety at all times and must not in any circumstance commit any act which exposes themselves and others to potential hazards and risks at the workplace.

❖ Respecting Freedom of Association and Collective Bargaining

L&G recognises the right of employees to join or establish unions and negotiate collectively without fear of retaliation or intimidation. Similarly, employees have the right to associate or not associate with third-party organisations, join or not join labour unions, seek representation, bargain or not bargain collectively in accordance with the Trade Union Act 1959, Industrial Relation Act 1967, Employment Act 1955 and other local laws. The Group does not discriminate against the members of any trade union and they are given equal opportunity as other employees.

❖ Anti-Discrimination

L&G ensures that discrimination is not tolerated at any stage of employment in terms of race, religion, national origin, age, disability, disease, sexual orientation, gender identity, marital status (including pregnancy), family responsibilities and social background. Any reported incident will initiate further investigation and disciplinary action will be taken against any individual who is found guilty of violating this requirement.

❖ Upholding Basic Human Rights

We recognise and respect the legal rights of local communities and indigenous people as well as the need to protect the fundamental human rights of marginalised groups such as refugees and individuals with disabilities.



POLICY IMPLEMENTATION AND REVIEW

The Board of Directors has ultimate oversight and endorses the Policy. The Sustainability Committee ("SC") shall review and recommend the Group's human and labour rights strategy and initiatives as measures for implementation of the Policy. The SC is accountable for reviewing and updating the Policy to ensure its suitability and relevance. This Policy shall also be communicated to relevant stakeholders, including shareholders and investors, government agencies, the Board of Directors, customers, parents, employees, vendors, suppliers, industry associations, civil society organisations and communities.

This Policy shall be reviewed periodically, especially when there are amendments to any applicable laws, codes or regulations relevant to this Policy to ensure its suitability and effectiveness.

Approval Date: 22 March 2023