



GADANG HOLDINGS BERHAD

Registration No: 199301023376 (278114-K)

HUMAN RIGHTS POLICY

TABLE OF CONTENT

No.	Title	Page
1.0	Introduction -----	3
2.0	Objective -----	3
3.0	Policies -----	3
	3.1 Diversity and Inclusion -----	3
	3.2 Freedom of Association -----	3
	3.3 Child Labour / Forced Labour / Human Trafficking -----	4
	3.4 Minimum Wages, Working Hours and Benefits -----	4
	3.5 Health & Safety -----	4
	3.6 Women's Rights -----	4
	3.7 Prohibition of Inhumane Treatment -----	5
4.0	Reporting Procedure -----	5

HUMAN RIGHTS POLICY

1.0 INTRODUCTION

Gadang Holdings Berhad and its group of companies (“Gadang” or “the Company”) is committed to upholding the moral principles and standards of conduct required by the laws as well as the Company’s policies and procedures. Gadang upholds the Core Conventions of the International Labour Organization (ILO) and the Universal Declaration of Human Rights as fundamental principles. Gadang believes that everyone has the right to be treated with fairness, respect, and dignity at the workplace.

This human rights policy sets out how the Company respects human rights by having policies in place to uphold human rights. Everyone is entitled to these rights without discrimination.

2.0 OBJECTIVE

The purpose of this policy is to inform employees and third parties having business dealings with the Company, on the Company’s commitment to respecting human rights.

Third parties include advisors, business associates, partners, agents, vendors, suppliers, contractors, consultants and any other third parties service providers or persons who perform services for or on behalf of the Company (“third parties”).

3.0 POLICIES

3.1. Diversity and Inclusion

Gadang values diversity and inclusion in the workplace and does not tolerate harassment or discrimination in any form. Gadang provides equal opportunity to ensure that recruitment, hiring, placement, development, training, compensation and advancement in the Company are justified through qualifications, performance, skills and experience without regard to religion, political opinion, gender, age, ethnicity, sexual orientation, nationality or disability.

3.2. Freedom of Association

Gadang respects freedom of association and employees’ right to join or form labour union without fear of reprisal or harassment as part of our commitment to support fair treatment of our employees. Gadang will not refuse any genuine opportunity to collectively bargain with employees who want to do so.

HUMAN RIGHTS POLICY

3.3. Child Labour / Forced Labour / Human Trafficking

Gadang does not use any form of child, forced labour and human trafficking within its business operations. Third parties shall ensure that there is no involvement in unethical labour practices.

We comply with the minimum age for employment stipulated in the Children and Young Persons (Employment) Act 1966.

3.4. Minimum Wages, Working Hours and Benefits

Gadang complies to all applicable wage laws, including minimum wage, working hours, overtime hours and legally mandated benefits in accordance with the Employment Act 1955 (Act 265). All workers shall be provided with written and understandable information about their employment conditions in respect to wages and benefits before their employment.

3.5. Health and Safety

We seek to ensure that all employees including foreign workers, are treated with dignity and respect and that they work in a safe and healthy environment. We do this by reducing the sources of workplace risks to the extent that is practical. In collaboration with our employees and workers, we strive to take effective measures to prevent potential accidents and reducing hazards to employees' health. All employees will receive training and/or briefing on health and safety, as well as safety-related instructions related to their jobs. Employees and workers have access to clean sanitary facilities and drinking water. Our Safety, Health and Environment department (SHE) is in charge of policy and procedures for Health and Safety.

3.6. Women's Rights

Gadang respects and supports women's rights and ensures that they are given equal opportunity for employment which extends to their promotion as well as helping to develop their skills and open up opportunities for them. We ensure that there is no discrimination and violence against women.

HUMAN RIGHTS POLICY

3.7. Prohibition of Inhumane Treatment

Gadang does not tolerate inhumane treatment and endeavours to provide a workplace that is free from physical, psychological or verbal abuse and sexual harassment.

4.0 REPORTING PROCEDURE

Any employees or third parties who knows of or suspects a violation of this Policy, is encouraged to report the concerns through the following channels:

Reporting Channel

For third parties – whistleblowing policy and procedures is available at (<https://www.gadang.com.my/investor-relations>)

For employees – please refer to the Grievance & Disciplinary Policy in Gadang Share Point.

The Company will investigate, address and respond to the concerns and will take appropriate corrective action in response to any violation.