



## **RESERVOIR LINK ENERGY BHD**

### **HUMAN RIGHTS POLICY**

<b>DOCUMENT NO</b>	<b>POLICY</b>	<b>APPROVAL DATE</b>	<b>REVISION</b>
RLEB/CP-011	HUMAN RIGHTS POLICY	25/08/2021	0
RLEB/CP-011	HUMAN RIGHTS POLICY	25/08/2023	1

	<b>PREPARED BY</b>	<b>VERIFIED BY</b>	<b>APPROVED BY</b>
<b>NAME</b>	MOKHTAR HAJI ALI	BONG LEONG SUNG	BOARD OF DIRECTORS
<b>DESIGNATION</b>	GENERAL MANAGER – CORPORATE SERVICES	CHIEF FINANCIAL OFFICER	

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## 1. INTRODUCTION

Reservoir Link Energy Bhd (“**the Company**”) and its subsidiaries (collectively known as “**the Group**”) is committed to protecting the health and safety of our employees and neighbours, safeguarding the environment, creating a sustainable positive impact in our host communities and respecting all human rights where we operate.

We believe the Company can and should respect and advance human rights in our sphere of influence. We recognize that we often operate in politically challenging and complex environments. We believe that this also presents us with an opportunity to make positive and lasting contributions in the areas of governance, transparency, respect for the rule of law, and social and economic development.

## 2. OBJECTIVE

Our Human Rights Policy is an extension of the Group’s commitment to good workplace practices and include people in communities in our areas of operation. The policy applies to all operations within the direct control, including suppliers and subcontractors acting on our behalf and we shall work towards implementing the policy proportionately and appropriately in our supply chain.

The objective of the Group policies is to provide an overview of expectations for employees and business partners. The Human Rights policy exists to:

- a) Inform employees, business partners and customers of the Group’s commitment to human rights.
- b) Establish the Group’s commitment to showing its respect for human rights through human rights commitment.
- c) Maintain the Group high ethical standards in accordance with the organization’s core values.

## 3. SCOPE OF COMMITMEMT

We are guided and governed by our commitment to;

- a) Non-discrimination

We have a zero-tolerance policy against discrimination in any form and our employees are provided with equal career opportunities regardless of race, religion, gender, ethnicity, skin colour, nationality, sexual orientation, age, marital status, pregnancy, political affiliation, or disability in hiring and employment practices.

- b) Fair Employment Conditions

We operate in full compliance with applicable laws related to employee compensation, including minimum wage, overtime hours, working hours and legally mandated benefits. We provide recognition based on performance and contribution to the Company’s success.

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c) Health and Safety and Workplace Security

We provide a safe and healthy workplace environment for employees. We comply with applicable health and safety laws, regulations and requirements. We are dedicated to maintaining a productive workplace and strive to take every measure to prevent job-related injuries and illnesses and aim for zero fatalities. We strive to provide a safe and mutually respectful workplace environment that is free from abusive, violence, bullying, harassment, discrimination or disrespectful behaviour.

d) Privacy/Data Protection

We respect the confidentiality of our employees' personal information and treat all personal data with integrity.

e) No Child or Forced Labour and Human Trafficking

In compliance with prevailing laws, we do not employ children below the legal minimum working age requirement of any country. We prohibit the use of all forms of forced and bonded labour, slavery and human trafficking.

f) Community Rights

We recognise and respect the legal and customary rights of local communities and indigenous people, as well as the need to protect the basic human rights of marginalised groups, including refugees and persons of different abilities.

g) Establish Grievance Mechanisms

Provide a means of grievance reporting and appropriate follow-up measure while ensuring that the identity of the complainant is protected.

h) Freedom of Association

In compliance with local labour laws pertaining to freedom of association by respecting the legal rights of employees to become members of a labour union or otherwise.

#### 4. GOVERNANCE

This policy applies to every employee and officer within the Group.

We have established grievance procedures and whistleblowing channels which all our stakeholders are encouraged to use to report potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices; and we have mechanisms in place to ensure that the person making such a report shall do so without fear of discrimination or harassment.

#### 5. APPROVAL AND REVISION

This policy shall be reviewed as and when necessary by the Board. All proposed amendments shall be submitted to the Board for approval in accordance with the needs of the Company.

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This policy is approved by the Board of the Company and is applicable to the Group with effect from 25/08/2021 and revised on 25/08/2023.