

BRIGHT PACKAGING INDUSTRY BHD

SOCIAL AND EQUAL RIGHTS POLICY

BRIGHT PACKAGING INDUSTRY BHD is committed to ensuring social and human rights are always followed and respected.

In line with that objective, BRIGHT PACKAGING INDUSTRY BHD is committed to implementing the following social practices:

- ❖ Compliance with established laws and regulations including labour laws and workers' housing.
- ❖ Ensure minimum retirement age policy is complying.
- ❖ Provide the relevant training and development associated with their roles and responsibility.
- ❖ Prohibit employing worker by coercion, Children and young persons shall not be employed or exploited, the minimum age shall comply with local, state and national legislation.
- ❖ We have in place procedures for dealing with complaints and grievances that applies equally to all employees.
- ❖ Paying salaries to employees and staff on a minimum wage order;
- ❖ Respect and protect human rights and workers' rights (including temporary workers, contracts or foreign workers) and including freedom to participate in trade unions.
- ❖ Freely of discrimination and prejudice against gender, race, religion, nationality and political views;
- ❖ Provide a harmonious work environment to employees, customers and stakeholders; and
- ❖ Employees with calibre will be given equal opportunities to participate in relevant development programs to broaden their skills and competency for positions of responsibility.
- ❖ Provide workplace free of sexual harassment whether directly or indirectly against all workers, societies and stakeholders.

MR. VINCENT YAP
(Executive Director)

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