
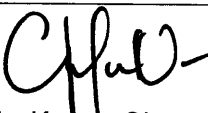


PROTASCO	HUMAN RESOURCES POLICY & PROCEDURE MANUAL	
Section 4	Human Rights Policy	Revision : Nil
Compiled By:	 Zarina Binti Daud	Code: HRCD/08/08/24
Approved By:	 Dato' Ir. Kenny Chong Ther Nen	Date: 31/9/2024

1. Policy Statement

Protasco ("The Group") is committed to respecting human rights as set out in United Nations Guiding Principles on Business and Human Rights (UNGPs). The Group believes that everyone has the right to be treated with fairness, respect and dignity at the workplace where their knowledge, skills, and abilities are the critical factors in their success.

2. Scope

This policy applies to all employees, contractors, visitors, customers, and stakeholders within the control of the Group.

3. Definition terms in the Human Rights Policy

"Human Rights" are rights inherent to all human beings, regardless of physical or mental status, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status as stipulated by laws. Human rights include the rights to life and liberty, freedom from slavery and torture, human trafficking, harassment, forced labor and child labor, freedom of expression, freedom of association and right to collective bargaining, the right to work and working hours, the right to education, equal remuneration and other rights such as personal data protection, occupational health and safety, minorities in local community and community rights. Everyone is entitled to these rights, without discrimination in accordance with diversity and inclusion.

"Discrimination" is defined as the act and the result of treating people unequally by imposing unequal burdens or denying benefits, instead of treating each person fairly on the basis of individual merit. Discrimination can also include harassment.

"Harassment" is defined as a course of comments or actions that are unwelcome, or should reasonably be known to be unwelcome, to the person towards whom they are addressed. Non-sexual harassment includes but is not exclusive to mobbing and bullying, while sexual harassment includes a sexual component.

4. Principles

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, age, sexual orientation, disabilities, or nationality.

b) Fair Employment Conditions

The Group operates in full compliance with applicable wage, work hours, overtime, and benefits laws. We remunerate our employees equitably based on qualifications, skills, and experience relevant to the work performance expectations, and we provide recognition based on performance and contribution to the company's success.

c) Health and Safety

We provide a safe and healthy workplace environment for our employees, in compliance with applicable health and safety laws, regulations, and requirements. The Group is dedicated to maintaining a productive workplace and strives to implement necessary measures to prevent job-related injuries and illness and aims for zero fatalities.

d) Workplace Security

We strive to provide a safe and mutually respectful workplace environment that is free from all forms of violence, harassment, humiliation, and intimidation.

d) Privacy/Data Protection

We respect the confidential personal data of our employees and treat all personal data with integrity.

f) No Child or Forced Labour and Human Trafficking

In compliance with applicable laws, we do not employ children. we prohibit the use of all forms of forced and bonded labour, slavery, and human trafficking.

g) 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 differently-abled people.

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. There are mechanisms in place to ensure that a person filing such a report would not be subject to discrimination or harassment.

5. Oversight of Policy

The Group Board of Directors ("the Board") has oversight responsibility to ensure the Group's business strategy and direction align with the commitments outlined in the Policy. The Sustainability Steering Committee ("SSC") supports the Board in making recommendations for and managing human rights-related initiatives.

6. Policy review

The Policy will be reviewed and updated as and when necessary, by the SSC for the Board's approval.

The Policy sets out the general principles and guidance, and shall not constitute a ground for any counterparts, stakeholders, third parties etc. to claim against the Group for any liability.