



**ZHULIAN CORPORATION BERHAD**

**Company No. 199701000031 (415527-P)**

**(Incorporated in Malaysia)**

# HUMAN RIGHTS AND LABOUR STANDARDS POLICY

## **1. INTRODUCTION**

Zhulian Corporation Berhad and its subsidiaries (“the Group”) are committed to respecting, protecting, and upholding internationally recognised human rights and labour standards across all operations, supply chains, and stakeholder engagements.

This Policy reflects the Group’s alignment with the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and applicable national laws and regulations, including the Employment Act 1955.

## **2. PURPOSE**

The purpose of this Policy is to:

- Establish clear commitments and responsibilities for respecting human rights and labour standards.
- Promote a safe, fair, inclusive, and respectful workplace for all employees and stakeholders.
- Guide decision-making and practices in line with Bursa Malaysia’s Listing Requirements, MCCG 2021, and global ESG expectations.
- Prevent and remediate adverse human rights and labour impacts arising from the Group’s business activities and relationships.

## **3. SCOPE**

This Policy applies to:

- All employees of the Group (permanent, contract, temporary, and secondment).
- Directors and Senior Management.
- Business associates, including suppliers, contractors, subcontractors, vendors, service providers, and agents.
- Communities and stakeholders directly impacted by the Group’s operations.

## **4. PRINCIPLES AND COMMITMENTS**

### **4.1 Non-Discrimination & Equal Opportunity**

- Provide equal opportunities in recruitment, promotion, training, and compensation regardless of race, gender, religion, nationality, disability, or other status.
- Ensure that all employment-related decisions are based on merit, qualifications, and business needs.

### **4.2 Workplace Health, Safety & Security**

- Provide and maintain a safe, healthy, and secure workplace in compliance with the Occupational Safety and Health Act 1994.
- Prevent workplace harassment, bullying, intimidation, or inhumane treatment.
- Provide adequate training, awareness, and engagement to foster a strong safety culture.

### **4.3 Child Labour**

- Prohibit the use of child labour, in line with ILO Conventions and national laws.
- Ensure that no person under the legal minimum working age is employed in any part of the Group’s operations or supply chain.

**4.4 Forced or Involuntary Labour**

- Reject all forms of forced, bonded, or trafficked labour.
- Ensure employment with the Group is freely chosen and employees can resign with reasonable notice.

**4.5 Wages, Working Hours & Benefits**

- Comply with all legal requirements on minimum wages, overtime, and working hours.
- Provide fair compensation and benefits, ensuring no excessive working hours beyond legal limits.
- Respect employee rights to rest periods, annual leave, and sick leave.

**4.6 Freedom of Association & Collective Bargaining**

- Respect the right of employees to join or not join trade unions or other associations.
- Support open dialogue and collective bargaining in accordance with applicable laws.

**4.7 Responsible Recruitment**

- Ensure workers pay no recruitment fees.
- Engage only with employment agencies that comply with ethical recruitment standards.

**4.8 Fair Treatment & Respect**

- Uphold dignity and respect for all employees.
- Prohibit harassment, abuse, or inhumane treatment, whether physical, verbal, sexual, or psychological.

**5. SUPPLY CHAIN & BUSINESS ASSOCIATES**

- Expect suppliers and business partners to uphold the same human rights and labour standards.
- Incorporate human rights and labour requirements into procurement and contractual agreements.
- Conduct due diligence and monitoring to ensure compliance throughout the supply chain.

**6. TRAINING, COMMUNICATION & AWARENESS**

- Provide regular training and communication to employees on human rights and labour standards.
- Raise awareness among business associates of the Group's commitments and expectations.
- Incorporate human rights education into onboarding, leadership programmes, and supplier engagement.

**7. GRIEVANCE & WHISTLEBLOWING**

- Provide accessible and confidential grievance mechanisms for employees and stakeholders to report concerns without fear of retaliation.
- Uphold the Group's Whistleblower Policy to address violations, misconduct, or abuse.
- Investigate all grievances promptly and ensure appropriate corrective and remedial action.

**8. COMPLIANCE & DISCIPLINARY ACTION**

- Compliance with this Policy is mandatory for all employees, Directors, and business associates.
- Non-compliance may result in disciplinary measures, termination of employment, suspension of contracts, or reporting to authorities.

**9. REVIEW**

This Policy will be reviewed annually, or more frequently if required, to ensure continued relevance, adequacy, and alignment with evolving laws, standards, and stakeholder expectations.

**10. EFFECTIVE DATE**

This Policy is reviewed and approved by the Board of Directors of Zhulian Corporation Berhad on 22 October 2025.