



We recognise and respect the human rights of our employees, contractors, their families, the communities in which we work and make every effort to operate our businesses in a manner consistent with the principles set out in the Universal Declaration of Human Rights, the core conventions of the International Labour Organisation and national laws applicable to our operations.

Our commitment to human rights includes the following:

- We reject any form of slavery, forced or child labour;
- We are committed to providing a fair, safe and healthy working environment for our employees that is free from unlawful discrimination, harassment or victimisation. Our Employee Handbook provides employees with clear guidance on specific situations/concerns they may face which ensures grievances can be addressed without fear of repercussion. We also seek to provide equal employment opportunities based on merit and performance;
- We respect the right of our employees to associate freely, which includes their right to collective bargaining;
- We recognise and respect the cultural values and heritage of the communities where we operate and securing a 'social license to operate' through open communication, continuous dialogue and fair dealings with local stakeholders; and
- We are committed to being responsible stewards of the natural resources we use in our operations and to reduce any impacts arising therefrom through process innovation, waste elimination and reuse, consistent with our Environmental Policy.

We encourage and expect our partners, suppliers, contractors, and vendors to support these policies.

A handwritten signature in black ink, appearing to be 'Roslan bin Hamir', written over a diagonal line.

Dato' Roslan bin Hamir
Group Managing Director
Kumpulan Fima Berhad
1 October 2018