



HUMAN RIGHTS POLICY

INTRODUCTION

As an organisation, we are committed to upholding fair, equitable and respectful treatment of all individuals involved in our operations. This commitment drives our business operations and we aim to foster a culture of respect for our team members and the communities in which we operate.

We respect internationally recognised human rights principles, including those set out in the International Bill of Human Rights, the United Nations' Guiding Principles on Business and Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. We are committed to conducting our business in accordance with applicable national laws and relevant international standards.

OUR COMMITMENTS

In line with our business, we are committed to upholding the following human rights principles:

1. **The right to a safe and healthy workplace** – by ensuring that all individuals work in an environment that protects their health, safety, and wellbeing in accordance with the applicable occupational health and safety laws.
2. **The right to decent and fair living wages and benefits** – by promoting equal pay for equal work and providing wages and benefits that meet or exceed local minimum wage requirements.
3. **The right to fair and confidential grievance mechanisms** – by ensuring access to effective, transparent, and confidential processes for addressing workplace concerns such as bullying and/or harassment.
4. **Non-discrimination** – by valuing diversity and inclusion within the workplace and prohibiting discrimination on the basis of race, religion, gender, age, sexual orientation, disability, nationality or any other status protected by local law.
5. **Prohibition of all forms of forced labour** – by ensuring that employment is freely chosen and free from any forms of coercion, threats or exploitation.
6. **Prohibition of all forms of child labour** – by preventing any form of child labour in violation of applicable local labour laws or international standards and ensuring children's rights are upheld throughout the company's operations.

In fulfilling these commitments, we strive to integrate respect for the country's historical context and its religious, social and cultural diversity into our approach, ensuring that our practices contribute to preserving and protecting the unique nature of the communities in which we operate.

ENGAGEMENT & REPORTING

We expect all employees, suppliers, contractors, business partners and any other parties with whom the company engage, to respect and adhere to these principles.

We believe that continuous engagement is key to addressing human rights issues and fostering open, honest communication with our employees and business partners. We are committed to providing access to remediation and continually improving these processes.

Employees are encouraged to raise human rights concerns or report potential or actual violations of our Commitments through the whistleblowing channel, in line with the Whistleblower Policy.

This policy should be read alongside the company's other relevant policies and guidelines, including but not limited the Sustainability Policy, Code of Conducts and Ethics for Employees and Directors, Occupational Safety and Health Policy, Anti-Bribery and Corruption Policy, Whistleblower Policy and Supplier Code of Conduct. Together, these documents reflect our overarching commitment to ethical, responsible and sustainable business practices.

REVIEW

This policy shall be assessed, reviewed and updated every three (3) years or where necessary to ensure compliance with the relevant laws and regulations and/or to be aligned with any changes in our direction or strategies.

Dato' Sri Tan Kong Han
Chief Executive, President & Executive Director
Genting Berhad
1 August 2025