

## Human Rights Policy

MFCB is committed to positively impacting the communities we have a presence in and upholding human rights in all areas of our operations. Our commitment to respect human rights and labour standards is based on the International Bill of Human Rights, including the Universal Declaration of Human Rights (UDHR) and the International Labour Organization's (ILO) eight core conventions as set out in the Declaration on Fundamental Rights and Principles at Work. In addition, we are committed to operating lawfully in accordance to the local laws and regulations in the jurisdictions we operate in.

We have a zero-tolerance policy on unlawful and unethical human rights abuses that go against globally-recognised labour standards and are committed (but not limited) to:

- i. Protecting Children's Rights  
We are committed to upholding the Children's Rights and Business Principles and the relevant standards set by the International Labor Organization (ILO) and Children and Young Persons Act 1966 (Malaysia). We strictly prohibit the employment of minors across all levels in all of our business units and respect children's rights and commit to supporting the human rights of children.
- ii. Rejecting the Use of Forced/Bonded Labour  
We never knowingly use forced or bonded labour. All of our employees are hired based on their own freewill, whereby no one across our organization is coerced or forced into employment with us. We also do not knowingly engage with suppliers or contractors who make use of such forms of labour.
- iii. Respecting Freedom of Movement, Expression and Association  
We encourage all of our stakeholders to express their opinions and provide us with constructive feedback on all related work matters through the right channels. We respect their thoughts, ideas and criticisms and always seek to follow-up on them. We are always open to making any necessary changes or improvements where relevant. We also do not prevent our employees from being associated with any external associations, as long as they do not go against the law in their respective jurisdictions, jeopardize their work performance or represent a conflict of interest. We respect the fundamental rights of employees in the workplace, in particular freedom of association and the right to collective bargaining.
- iv. Providing Equal Employment Opportunities  
We hire and promote talent strictly based on merit and do not discriminate against individuals based on their socioeconomic background, gender, race, religion etc. We are dedicated to creating a safe and conducive workplace environment for all, as well as committed to providing equal opportunities for all of our employees to fulfil their potential.
- v. Fair working conditions  
We treat all employees fairly and with respect. We comply with all local laws and regulations with regard to working hours and overtime and implement formal systems to ensure regular shifts for employees that reduce excessive working hours.



We expect all of our employees, business partners and suppliers to respect and adhere to our human rights policies. We will not hesitate to terminate employment or contracts with any stakeholder who is found to commit any form of human rights abuse. We strive to do periodic reviews of our business activities to ensure that there are never any human rights violations within and/or associated with our organization and to make immediate changes if any are found.