

## **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 applying the UN Guiding Principles on Business and Human Rights. 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, age, sexual orientation, disability and nationality. 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. This commitment extends to being open to provide opportunities to support underprivileged groups (including those from deprived backgrounds with poor social status, no formal education or qualifications). We also encourage youth employment by providing internships and graduate placements for university students.

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. There are formal mechanisms in place, such as our Whistleblower Policy, that covers human rights and guarantees confidentiality/anonymity and is available to both internal and external stakeholders. We are committed to remedy affected parties where we may have caused or contributed to human rights impacts and 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.