

HUMAN RIGHTS POLICY

1.0 Introduction

Salcon Group is dedicated to the values and standards of business and ethical behavior that comply with all applicable laws and regulations and includes company policies, practices and procedures. Salcon Group respects internationally recognized Human Rights as enshrined in the Universal Declaration on Human Rights and the International Labor Organization's Core Conventions. This policy applies to the entities that we own and the facilities that we manage. We expect our business partners, including suppliers, to adopt and adhere to similar values and practices.

We are committed to avoiding adverse human rights impacts and complexities resulting from or caused by our business activities; we have incorporated due diligence that is aligned with the United Nations (UN) Guiding Principles on Business and Human Rights. Starting from our recruitment process, we seek to insert human rights considerations in all of our global business operations, products, services and supply chain. Salcon Group will continue to find ways to promote and enhance human rights within its scope of influence.

2.0 Definition

According to the UN, Human Rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

3.0 Objectives

The objective of Salcon Group's policies is to provide an overview of expectations for our Directors, Employees, Suppliers and Business Associates. The Human Rights policy exists to:

- a) Inform Directors, Employees, Suppliers and business associates of Salcon Group's commitment to human rights.
- b) Establish Salcon Group's commitment to showing its respect for human rights through on-going human rights due diligence.
- c) Contribute to the realization of human rights globally.

4.0 Diversity and Inclusion

We value and enhance the diversity and inclusion of the people with whom we work, regardless of they be local or foreign employees. We are devoted to equal opportunity and do not tolerate discrimination or harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company are justified through qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace. Our commitment in demonstrating diversity and inclusion is also supported by the Group's Equal Opportunity Employment Policy and Sexual Harassment Policy.

5.0 Forced Labor, Human Trafficking and Child Labor

We do not use any form of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. Salcon Group also prohibits all forms of exploitation of children.

Child labor, as defined by the International Labor Organization (ILO) Convention is "work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.

6.0 Work Hours, Wages and Benefits

Salcon Group upholds to its core values in human capital, by complying to all laws and regulations regarding pay practices and the classification of employment according to job level and status. The Company shall comply with applicable laws and industry standards on working hours and holiday entitlements.

The Company shall comply with national laws and regulations with regard to wages and benefits. All work-related activities are carried out on the basis of a recognized employment relationship established according to national law and practice. All members of staff are remunerated in a way which is in accordance with the national minimum wage in Malaysia or the country of employment as is appropriate.

7.0 Safe, Healthy & Working Conditions in the Workplace, including Foreign Worker Welfare

We seek to ensure that all employees including foreign workers, work in a safe and healthy environment as well as reasonable conditions and that they are treated with dignity and respect. We work to take effective steps to prevent potential accidents and injuries to employee's health by minimizing, so far as is reasonably practicable, and in cooperation with its employees, workers and other members of staff, the causes of hazards inherent in the workplace.

All employees will receive safety and job specific health and safety instructions during the course of their employment with the Company. Employees shall have access to clean sanitary facilities and drinking water. Responsibility for implementing the Health and Safety element of this policy is assigned to the Group Human Resources Department. The use of misleading or fraudulent practices during recruitment of employees is not tolerated and charging recruitment fees to the employee is prohibited, especially to foreign workers. All workers have full custody to their respective personal documentation, including passports.

8.0 Women Rights & Empowerment

Many women face discrimination and disadvantage, lack access to skills and training, and face roadblocks to their active participation in the economy. They often lack the protection of basic rights and laws. Poverty, discrimination and violence against women are major barriers to opportunity.

Women are integral to our business model and growth ambitions. We seek to manage and grow socially responsible businesses where women participate on an equal basis. We believe that women's rights and economic inclusion are priorities to win long-term.

Our approach starts with the respect of the rights of women and extends to their promotion as well as helping to develop skills and open up opportunities. Women employees are entitled to the same rights as men in employment opportunities, have a voice in the workplace and are accorded equal treatment in training opportunities, rewards and recognitions.

9.0 Addressing Human Rights and Labour Standards Impact

The Group recognises that we must take steps to identify and address any human rights and labour standards infringements that we may be involved directly or indirectly through our business activities or our business relationships.

The Group understands that human rights and labour standards are an ongoing process so we will continually evaluate and review how best to strengthen our approach to addressing human rights and labour standards. The Company will conduct on-going human rights and labour standards due diligence on all entities that we own and the facilities we manage to assess and mitigate potential human rights and labour standards infringements. The Company is committed to reporting as well as acting on the due diligence findings, monitoring, and tracking of our actions.

10.0 Compliance

Directors, Employees, Suppliers, and Business Associates are expected to adhere to this Policy and Code of Ethics and Conduct (COEC).

The Group expects all Directors, Employees, Suppliers, and Business Associates to respect human rights and be alert to any evidence of human rights infringements in Salcon Group's operations or in the operations of our suppliers and business partners.

Compliance with this Policy by the Group, its Directors, Employees, Suppliers, and Business Associates is mandatory. Any violation of this Policy will be dealt with seriously by the Group and will lead to, but not limited to, review of contracts, employment, or appointment, disciplinary actions, dismissal, cessation of business relationship, and reporting to the authorities, consistent with relevant laws and regulations.

11.0 Training & Communications

This Policy is a public document which shall be communicated to all our relevant stakeholders, including Directors, Employees, Suppliers, and Business Associates. Newly-joined employees will also be briefed on the Policy. Adequate training on Salcon's human rights practices shall be provided to our employees.

12.0 Responsibilities and Reporting

The responsibility to respect human rights resides in all of our employees. This policy shall be tabled to the Board of Directors and Sustainability Committee for discussion and approval. The implementation and administration of this policy is the responsibility of the management within each Business Units.

Within Salcon, there is firmly established grievance procedures and whistle blowing channels which are available to all of our employees and external parties. An employee who whistleblow will be accorded with protection of confidentiality of identity, be protected against any adverse and detrimental actions for disclosing any improper conduct committed.

We commit to investigate all violations of this policy through:

Whistleblowing email: whistleblowing@salcon.com.my
Or Chairman of Audit and Risk Management Committee

This can be done in writing, by telephone, fax or email. This disclosure should be addressed to:

Name : Mr. Chan Seng Fatt
Designation : Senior Independent Non-Executive Director
Email address : chansf88@yahoo.com
Phone : 012-2877 226
Fax : 03-80248811
Address : 15th Floor, Menara Summit, Persiaran Kewajipan, USJ1, 47600 UEP
Subang Jaya, Selangor Darul Ehsan, Malaysia

13.0 Policy Review and Revision

The Policy will be held in custody of the Management of Salcon Group. The Management will on an ongoing basis review, assess and proposed amendments to ensure the relevancy, adequateness and effectiveness of this Policy. Any requirement for amendment shall be deliberated by the Sustainability Committee and Management. Thereafter, to be approved by the Board of Directors.



Tan Sri Dato' Tee Tiam Lee
Deputy Executive Chairman



Dato' Eddy Leong Kok Wah
Executive Director