

**POLICY**

**DRB-HICOM**

**DRB-HICOM BERHAD**

(203430-W)

## **HUMAN RIGHTS POLICY**

**GROUP HUMAN CAPITAL DIVISION**

## **1. OBJECTIVE**

DRB-HICOM recognises respect for human rights as a global code of conduct, and has set the "DRB-HICOM Group Human Rights Policy" as a basic stance on human rights, and we will continue to strive to respect human rights, the diversity of values of each individual and will contribute to the realisation of a society that can maximise their abilities.

DRB-HICOM is dedicated to the values and standards of business and ethical behaviour that comply with all applicable laws and regulations and include company policies, practices and procedures. DRB-HICOM respects internationally recognised Human Rights as established in the Universal Declaration on Human Rights and in the International Labour Organization's (ILO) Core Conventions.

The DRB-HICOM Success Belief reflect standards of behaviour that DRB-HICOM expects from its Employees.

## **2. SCOPE**

This Policy shall be applicable to all DRB-HICOM Group's employees, contractors, vendors, agents or persons or companies engaged by DRB-HICOM or for any business - related activity or relationship, whether formally or informally.

## **3. POLICY**

### **Non-Discrimination**

- DRB-HICOM upholds and supports the right to equal treatment without discrimination or harassment. We are guided and governed by human rights as prescribed in the United Nations Guiding Principles on Business and Human Rights ("UNGP"), so long as it is in line with Part II, Article 5-13 of the Federal Constitution mentioned as Fundamental Liberties. The Federal Constitution of Malaysia provides for the protection of basic human rights standards. Human rights are universal, interdependent and interrelated and these fundamental principles apply to all human beings at all times irrespective of gender, nationality, race, ethnicity, religion, age, marital status, disabilities and culture. Given the diversity of the nation's population, these principles shall not be disregarded in order to preserve social unity and harmony amongst our different communities, groups and faith in Malaysia.

### **Equal Employment Condition**

- DRB-HICOM is committed to fostering an inclusive environment where all employees are treated with respect, trust and dignity.
- DRB-HICOM adheres to labour standards including but not limited to freedom of association and recognition of the right to collective bargaining, strict prohibition of all forms of forced and child labour and the elimination of direct or indirect discrimination or harassment with respect to employment and occupation.
- DRB-HICOM is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.
- DRB-HICOM will, in all its operations and employment practices, comply with applicable laws and regulations governing equal employment opportunities to assure that there is no unlawful discrimination

against any Employee or applicants. DRB-HICOM hires, compensates and promotes employees on the basis of their qualifications, job and business requirements and performance.

- DRB-HICOM is committed to support and respect the rights of women and other vulnerable groups, both in our own operations and our value chain.
- DRB-HICOM will comply with applicable laws with regard to minimum wage, work hours, overtime, benefits and working condition and provide recognition to our employees based on performance and contribution to the company's success.

### **Safety, Health and Environmental**

- The safety and health of our employees are of paramount importance. DRB-HICOM places the utmost importance on providing a safe, conducive and healthy workplace, while also caring for the environment in the executive of its business activities. All employees work together to achieve the objective as stated in Safety, Health & Environmental Policy.

### **Privacy/Data Protection**

- DRB-HICOM respect our employees' right to privacy and respect all Personal Information provided.
- DRB-HICOM is committed to protecting all Personal Information and is bound by the Personal Data Protection Act 2010 ("PDP Act") and all other applicable laws in Malaysia in respect of privacy protection.

### **Social Accountability**

- DRB-HICOM recognise that we are part of the communities in which we operate. We respect the legal and customary rights of local communities and indigenous people in which the Group operates as well as the need to protect basic human rights.
- Where applicable, DRB-HICOM will contribute towards the welfare of the community in which the Group operates and shape a healthy, resilient and sustainable community by supporting charitable causes and community development initiatives.

### **No Child or Forced Labour and Human Trafficking**

- In compliance with prevailing law, DRB-HICOM prohibits the hiring of individuals that are under 18 years of age or children.
- DRB-HICOM prohibits the use of all forms of forced and bonded labour, modern forms of slavery and any form of human trafficking.