



## **IBRACO BERHAD**

Registration No. 197101000730 (011286-P)

### **HUMAN RIGHTS POLICY**

#### **1. INTRODUCTION**

IBRACO BERHAD and its subsidiaries ("the Group") is committed to respect and promote human rights in accordance with all relevant regulations and legal requirements in our relationships with our employees and stakeholders.

#### **2. OBJECTIVE**

This Policy provides guiding principles to ensure that the Group adhere to basic human rights with the aim to achieving and maintaining organisational values through better protection of human rights within the workplace and the communities in which we operate.

This Policy is applicable to all employees of the Group.

#### **3. PRINCIPLES**

##### **Diversity and Inclusion**

We promote diversity and inclusive culture in the workplace. We are committed to equal opportunity and do not tolerate any form of harassment, abuse or discrimination on the basis of gender, marital status, race, nationality, ethnicity, age or any other status protected by applicable law.

##### **Safety and Health**

We are committed to provide and maintain a safe and healthy workplace and comply with applicable safety and health laws and regulations.

##### **Child Labour**

We prohibit the hiring of children in any work.

##### **Forced Labour and Human Trafficking**

We do not tolerate any form of forced labour, slavery, human trafficking and sexual exploitation.

##### **Workplace Security**

We are committed to maintaining workplace that is free from violence, harassment, intimidation and other unsafe conditions.

**Managing Grievances**

We promote open and two-way communication among all employees. We resolve complaints and grievances through an open, transparent and consultative process.

**Community Engagement**

We respect the rights of the people in communities which we operate. Where appropriate, we engage with people in the communities to address any adverse impacts arising from our activities.

**4. REPORTING OF VIOLATIONS OF THE POLICY**

Any employee who knows of, or suspects, a violation of this Policy, is encouraged to whistle blow or report the concerns through the Whistle Blowing Policy of the Group.

**5. REVIEW OF THE POLICY**

The Board will monitor compliance with the Policy and review the Policy regularly.