

## **Human Rights & Sustainability Policy**

### **Preamble Statement**

Kum Hoi Engineering Industries Sdn Bhd (KHEISB) has always endeavored to conduct business responsibly and ethically. We respect the environment, our employee's human rights and we are strongly opposed to corruption. We expect all our employees and suppliers to act in an environmental responsible manner and comply with applicable laws and regulations.

### **Human Rights**

As an early signatory of the United Nations Global Compact, we respect international human rights principles aimed at promoting and protecting human rights, including The Universal Declaration of Human Rights, The International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The UN Global Compact's Ten Principles are:

1. Support and respect the protection of internationally proclaimed human rights.
2. Ensure the company is not complicit in human rights abuses.
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Uphold the elimination of all forms of forced and compulsory labour.
5. Uphold the effective abolition of child labour.
6. Eliminate discrimination in employment and occupation.
7. Support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.
10. Work against corruption in all its forms, including extortion and bribery.

KHEISB's Human Rights Policy comprises the following principles:

#### **Children and Young Workers**

As a fundamental principle, we do not employ children (below 18 years old) or support the use of child labour.

#### **Freedom of Engagement**

We prohibit the use of slavery or forced labour, we believe that people should work because they want to or need to, and not because they are forced to do so.

#### **Equality of Opportunity**

We have zero tolerance for discrimination or harassment of any kind. Our goal is to attract, develop, promote, and retain the best people from all cultures, based on ability.

#### **Workplace Safety and Environmental Quality**

We will provide a safe and healthful workplace for our employees, contractors, and communities. We strive to comply with all applicable regulatory requirements as a minimum, and implement programs and processes to achieve greater protection, where appropriate.

#### **Working Hours and Minimum Wage Standards**

Workweeks are not to exceed the maximum set by local law. KHEISB expects employee compensation to comply with applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits.

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## **Labour**

KHEISB will:

- Prohibit the use of forced or bonded labour.
- Employ workers who are at least 18 years old.
- Comply with applicable wage laws, regulations, and relevant collective bargaining agreements, including those that relating to minimum wages and legally mandated benefits.
- Respect employees' voluntary freedom of association, including their right to organize and bargain collectively in a manner that is legally compliant; legally recognized workers' representatives will have access to facilities necessary to carry out their required functions; will not discriminate against such workers' representatives.
- Encourage open communication and direct contact between workers and management in situations where representation and collective bargaining are restricted by law.
- Set work hour to comply with local law.
- Maintain workplace free of physical or mental harassment.
- Maintain workplace free of unlawful discrimination and harassment in any forms, including that related to race, gender, sexual orientation, age, pregnancy, disability, ethnicity or any other factors protected by law.
- Respect employees' rights to privacy of their personal information.

## **Health and Safety**

KHEISB will:

- Minimize worker exposure to potential safety hazards through proper design, engineering and administrative controls, preventive maintenance and safe work procedures.
- Maintain appropriate emergency plans and response procedures.
- Manage, track and report occupational injuries and illnesses.
- Strives to continuously improve health and safety performance in all operations.

## **Environmental**

KHEISB will:

- Acquire, maintain, and comply with the appropriate environmental permits, registrations, and law.
- Identify and manage potentially hazardous materials used in the operations to ensure safe handling, storage, and disposal of such materials.
- Monitor, treat, and control air emissions, wastewater and waste as required prior to discharge of disposal.

All production lines are expected to adopt a management system compliant with ISO 14001 that promotes continuous improvement and compliance with applicable laws, regulations and contract requirements.

## **Anti-Corruption**

KHEISB will:

- Prohibit corruption, extortion, bribery or other means of improper advantage.
- Appropriately protects employee and supplier's confidentiality and prohibits retaliation for reporting violations.

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