



KHEI Supplier Code of Conduct

Kum Hoi Engineering Industries Sdn Bhd (KHEI) believes that all supplier relationships should be founded on principles of good governance such as integrity and accountability and we strongly oppose any form of bribery and corruption. The supplier is expected to comply with the requirements set out in this KHEI Supplier Code of Conduct.

A. Human Rights

In accordance with the aforementioned ethics and standards, KHEI request suppliers to follow business practices as below:

- To respect the personal dignity, privacy and rights of each individual;
- To refuse to employ or make anyone work against his or her will; and
- To prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative in nature.

B. Fair Labour Conditions and Child Labour

The supplier will ensure fair labour conditions. In particular, it will

- refrain from employment discrimination based on gender, colour, ethnicity, religion, disability, union membership, political affiliation or sexual orientation and furthermore comply with all applicable laws on employment discrimination;
- respect the rights of employees to freely associate and bargain collectively;
- not tolerate or use child labour in any stage of its general activities other than in accordance with all applicable laws and regulations.
- recommends that working hours are not to exceed the maximum set by local law, employees should be allowed at least one (1) uninterrupted day off per week;
- not use any forced or compulsory labour or involuntary prison labour and give all employees the choice to leave their employment freely upon reasonable notice; and
- compensate employees fairly and follow local wage regulations and / or collective agreements and where these do not exist, compensate employees so they can at the least meet their basic needs.

C. Occupational Health and Safety

The supplier will provide a safe and healthy workplace for all its employees.

D. Environmental Responsibility

The supplier is committed to environmental protection and will conduct its business in an environmentally sensitive way.

E. Business Ethics

The supplier will conduct its business in an ethical manner in accordance with all applicable rules and regulations and refrain from any and all forms of extortion and bribery. The supplier will protect all confidential information provided by KHEI and its respective business partners.