



GLOBAL COMPACT 2019

PREPARED BY WONG FUI
CHIEN

27 DEC 2019

OBJECTIVES

The main objectives of Global Compact Program 2019 of Multi Net Resources Sdn Bhd is to:

- A. Enhance existing program with greater impact brought to people & environment
- B. Develop new effort/program to increase the acknowledgement or even awake the morale of employees and his/her family

COMMITMENT

As per declare in the letter, Multi Net Resources Sdn Bhd is committed in the Ten principles and the four major sections which including:

- A. Human Rights Monitor or calibrate automated systems, industrial control systems, or system components to maximize efficiency of production
- B. Labour
- C. Environment
- D. Anti-Corruption

Human Rights



Employee Benefits Protected

All the workers employed under Multi Net Resources Sdn Bhd are Contract Protected and enjoy:

- A) Free to exit employment through specific Termination terms as according to Local Laws
- B) Enjoy all the basic benefits as according to Local Laws
- C) Free consultation given for stress workers
- D) Employee Welfare Fund with aims to assist employee who might required financial support

Education Right

Multi Net Resources Sdn Bhd always support, promote and encourage the education right in all society level especially for the poverty family.

Multi Net Resources Sdn Bhd has donate the money to both Persatuan Alumni SjkC Chung Hwa & Kwang Hua (Privite) High School in order to promote the education.



Donation to Persatuan Alimni SJKC Chung Hwa

Healthy Lifestyle & Tradition Inheritance

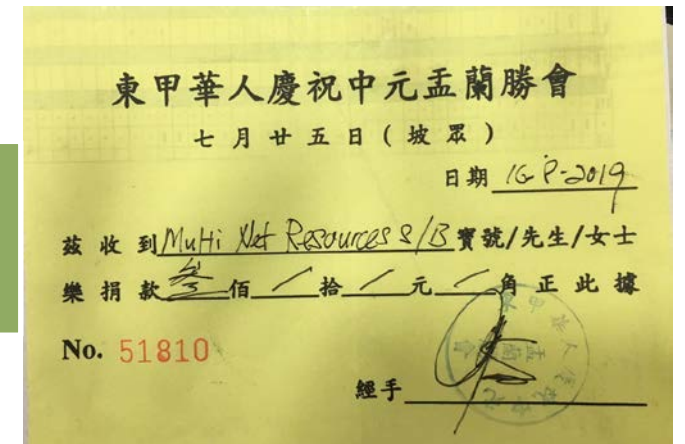
Multi Net Resources Sdn Bhd encourage and promote healthy lifestyle and tradition inheritance. We have donate the money to the Kelab Sukan Dan Sosial Seri Ledang Tangkak for the promotion of sport games and the tradition activity: Lion Dance & 24 Festive Drums.

Besides, Multi Net Resources emphasize of tradition and culture heritance by donate money to the YuLan Festival organization.



Kelab
Sukan &
Sosial Seri
Ledang

YuLan
Festival
Receipt



Labor



VALUE EMPLOYEE'S OPINION

Multi Net Resources Sdn Bhd has implemented [Employee Satisfactory Survey](#) via e-form:

- a) Employee remain highly anonymous & reserve their right to speak
- b) Employee enjoy their freedom to either speak out or keep in silence without any enforcement
- c) Educate employees in catching up with current Digital Trend
- d) Nurture “Saving Earth by Using Less Paper” concept in their mind
- e) Improve the connection in between Management & Employees
- f) Understand employees’ concerns & feeling

Say NO to Job Discrimination

Besides of Labor Policy display, Multi Net Resources Sdn Bhd enhance it via:

- a) Offer job vacancy without limitation to specific race & religion through public platform (Facebook)
- b) Emphasize it through Production Rules and Meeting Rules : No Offensive, racist language is tolerable in Company
- c) Provide Training to all potential growth workers without including their race/religion as one of the criteria

Say NO to Child Labor

Multi Net Resources Sdn Bhd insist in protecting child's health in both physical & psychological aspects:

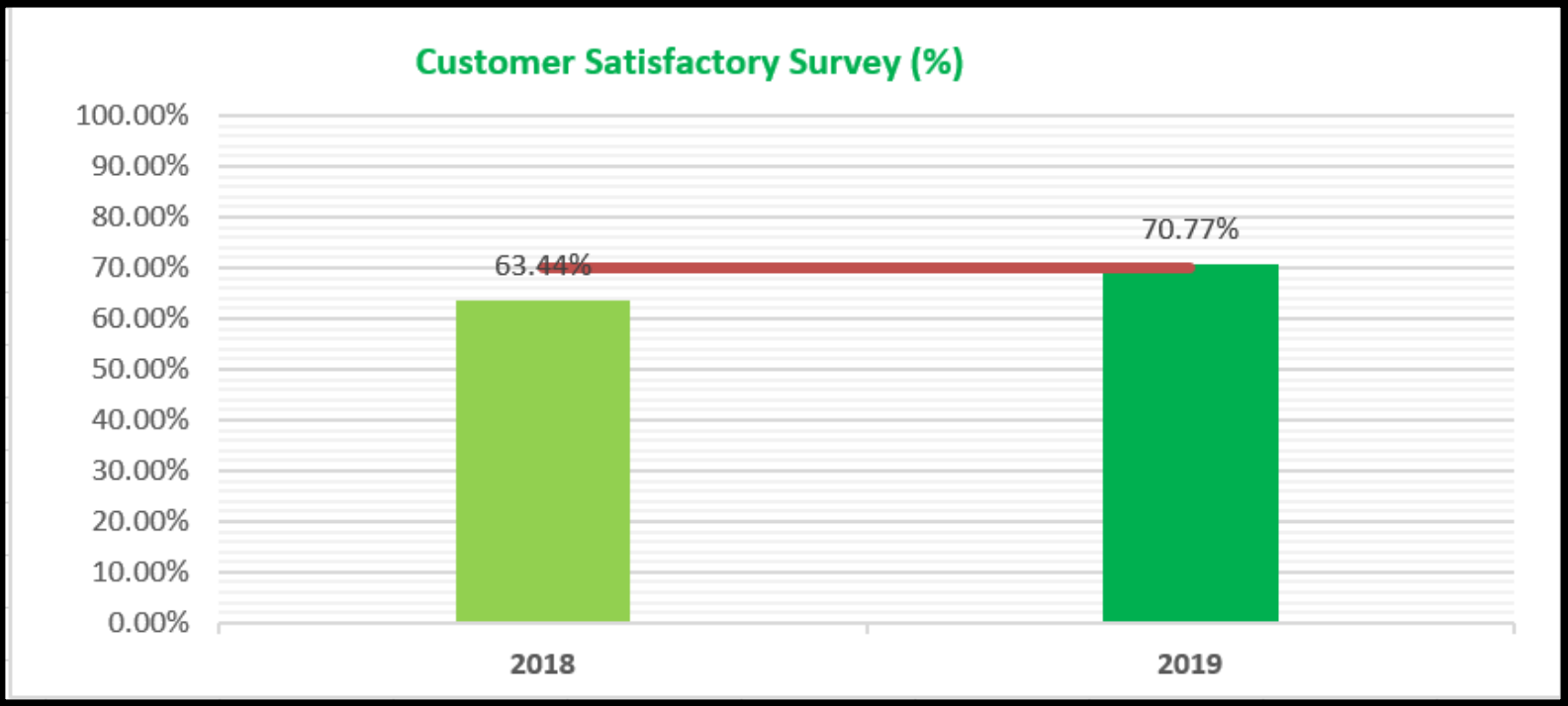
- a) Emphasize in Labor Policy
- b) Emphasize in Employment Procedure:
 - a) Identification checking before employment
 - b) Refuse to underage workers as according to both Local & International Laws
 - c) Accept ONLY Internship students with documentation proven
- c) Any visitation of customer/supplier are required to read the published policy

Free of Forced Labor/Employment

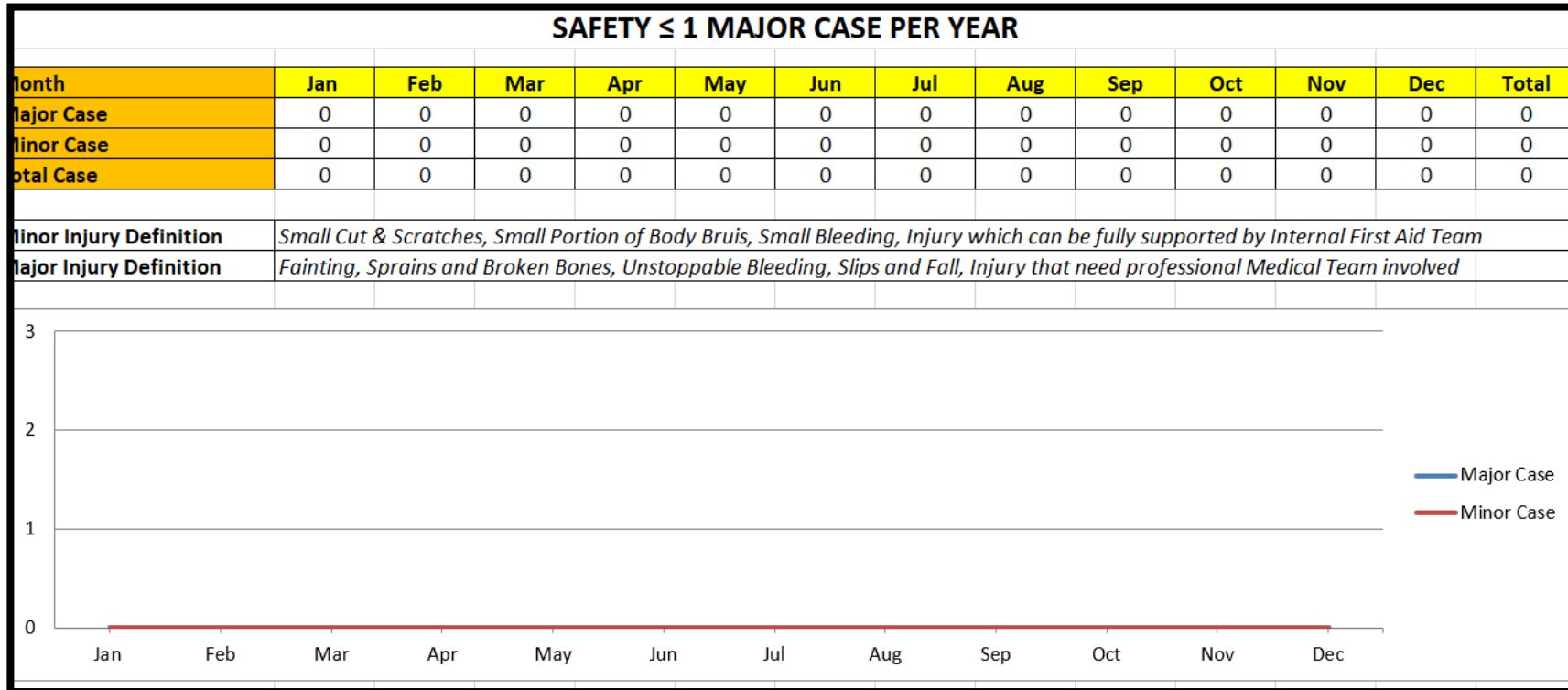
All the workers employed under Multi Net Resources Sdn Bhd are Contract Protected and enjoy:

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Customer Satisfactory Survey Result

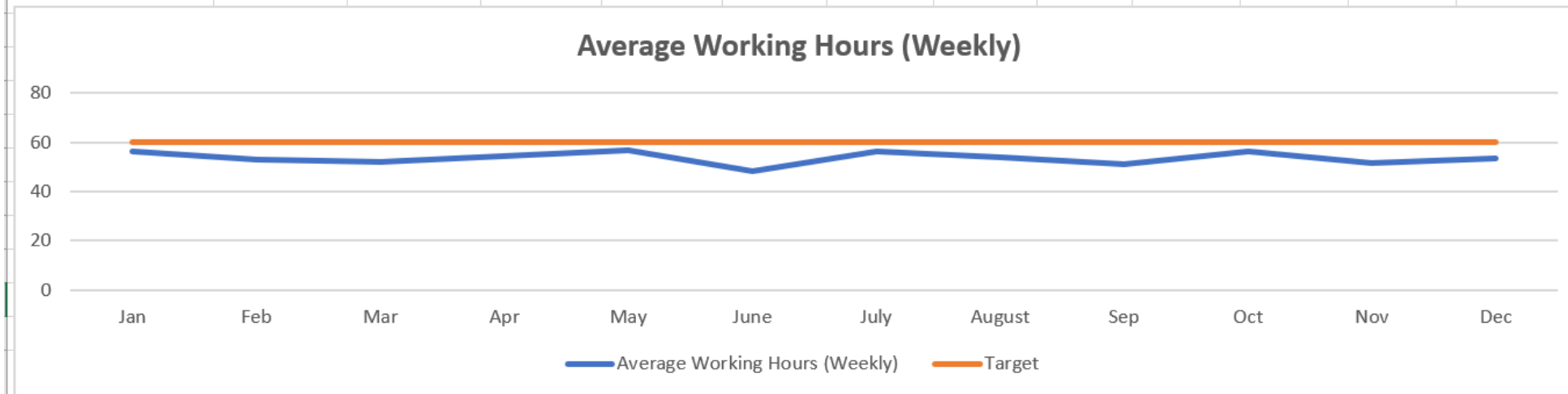


Safety & Health Case Monitoring



Average Working Hours (Weekly)

Month	Jan	Feb	Mar	Apr	May	June	July	August	Sep	Oct	Nov	Dec
Average Working Hours (Weekly)	56.04	52.88	52.01	54.34	56.63	48.05	56.14	53.7	51.25	56.06	51.59	53.5
Target	60	60	60	60	60	60	60	60	60	60	60	60



Environment



Reduce Paper Used & Automation Production

Multi Net Resources Sdn Bhd has started implement transformation of paper form to e-form with aim to reduce 50% paper usage and printing job.

Currently, we have successfully transform external fill-up form to online fill up form through JotForm platform include Customer Satisfactory Survey, Employee Satisfactory Survey, & Job Application Form.

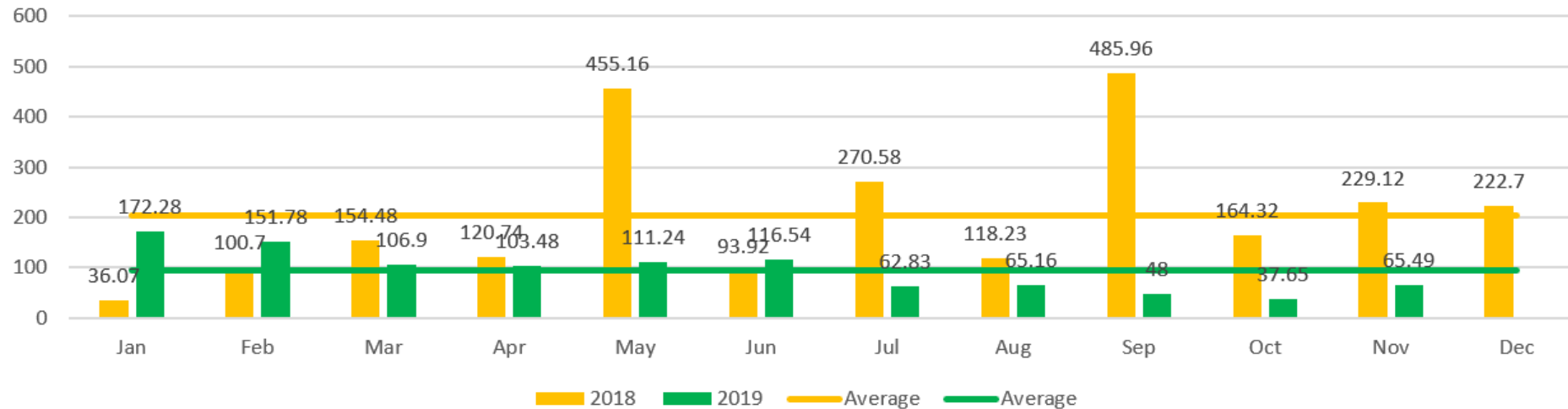
All the internal forms are proceed to review and transform to website form or apps control form which estimate to be fully implement in Q3 year 2020.

We are now transform manual production to automation production in order to increase output efficiency which in terms saving energy used to generate the best output.

Paper Consume 2018 VS 2019 (RM)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
2018	36.07	100.7	154.48	120.74	455.16	93.92	270.58	118.23	485.96	164.32	229.12	222.7	2451.98	204.3317
2019	172.28	151.78	106.9	103.48	111.24	116.54	62.83	65.16	48	37.65	65.49		1041.35	94.66818

Paper Consume 2018 VS 2019 (RM)



Anti- Corruption



Contractual Procurement Activities

All the procurement & marketing activities are with contract signed with relevant certificate and documentation proven. Besides, the supplier performance are monitoring internally with action to review and reselect supplier if their performance could not achieve our minimum requirement.

100% employee protected by Employment Contract with refer to Malaysia Employment Act 1955.

P/S: Agreement are somehow P&C and not suitable to be publish at public.


Appendices

DONATION/GIFT & SUBSCRIPTION					
Date : 26/12/2019					
MULTI NET RESOURCES SDN. BHD.					
Date	Ref.No.(1)	Ref.No.(2)	Desp.(1)	Desp.(2)	Amount
			BALANCE B/F		
18/01/2019	PV1901/011	MBB904909	PERSATUAN ALUMNI SJKC CHUNG HW	NO.0250	500.00
22/03/2019	PV1903/036	MBB915811	RUMAH BERHALA KIAN HOON KENG	NO.7243	50.00
13/05/2019	PV1905/013	MBB915873	JI TIAN GONG	NO.6957	20.00
30/06/2019	JN1906/001		KWANG HUA (PRIVITE) HIGH SCHOOL	NO.1353 MAGAZINE ADVERTISEMENT	400.00
27/07/2019			KELAB REKREASI PEKERJA DAN PEDAG	NO.1284	250.00
01/08/2019			KELAB SUKAN DAN SOSIAL SERI LEDA	NO.5217	3,000.00
16/08/2019			TANGKAK MENG LAN SHENG HUI	NO.51807	300.00
05/09/2019	PV1909/002		TANGKAK MENG LAN SHENG HUI	NO.51810	300.00
05/09/2019	PV1909/002		PERSATUAN KEBAJIKAN QIANSHAN TC	NO.3279	400.00
					5,220.00

Part of the Donation Records

Appendices

Doc No: W002-03 rev 0



Effective from 5 Dec 2018


LABOR POLICY POLISI PEKERJA

Multi Net Group is committed to become a leading and influential company in governing company operation respect to the basic human right and employee benefits. Under the commitment, Management of Multi Net Group have to ensure the labor right through below sections:

Multi Net Group berhasrat komited untuk menjadikan sebuah syarikat yang berpengetahuan dan berpengaruh dalam urusan pentadbiran operasi syarikat selaras dengan hak kemanusiaan dan manfaat kepada pekerja. Di bawah komitmen ini, Pihak Pengurusan Syarikat Multi Net akan memastikan hak-hak kemanusiaan dalam syarikat ini melalui sekoyang yang tertara di bawah:

- Set objectives and targets for Labor related performance
Tetapkan objektif dan sasaran berkaitan dengan topik Pekerja yang perlu dicapai
- Monitor, review, report and communicate our Labor Policy to all interested party openly without any information hide.
Memantau, memeriksa, melaporkan dan berkomunikasi tentang Polisi Pekerja kepada semua pihak yang berminat tanpa menyembunyikan sebarang informasi.
- No forced, bonded (including debt bondage) or indentured labor, child labor (except internship), involuntary prison labor, slavery or trafficking of persons shall be hired.
Tidak buruh paksa, buruh yang terikat ataupun buruh yang berhutang, buruh kanak-kanak (kecuali pelajar praktikal), buruh penjara, hamba ataupun buruh pemerdagangan yang akan diupah.
- Review, update and ensure current employment practice and benefits are committed to Malaysia Employment Act.
Memeriksa, kemas kini, dan memastikan latihan dan manfaat pekerja sentiasa komited kepada Malaysia Employment Act
- Create a harassment free environment to all employees which including any sexual harassment, corporal punishment, mental or physical coercion or verbal abuse of workers.
Menyediakan dan membina satu tempat kerja yang dapat melindungi semua pekerja seperti bebas daripada gangguan seksual, hukuman ganas, buli daripada segi mental atau fizikal serta buli melalui lisan.
- Fair and discrimination free in human resources management including process in hiring, job interview, job assign, salary given, and working environment.
Perluah bersikap adil dan bebas daripada diskriminasi dalam pengurusan sumber manusia termasuk proses pengambilan pekerja, temu duga, letak jawatan, bagi upah dan tempat kerja.
- Encourage workers to have openly communication with direct supervisor in a polite and aggressive way.
Menggalakkan komunikasi terbuka antara pekerja dengan cara yang sopan dan agresif.


Approved by,



Tee Uan Phing
Managing Director

Labor Policy

Doc No: W002-04 rev 0



Effective from 5 Dec 2018


SAFETY AND HEALTH POLICY POLISI KESELAMATAN DAN KESEHATAN

Multi Net Resources Sdn Bhd is committed to provide a safe working environment and prioritize safety and job health as our first and main concern. Our Company commitment, as well as our personal commitment, is to maintain a safe, injury-free workplace and to be in compliance with all associated regulations.

Multi Net Resources Sdn Bhd berhasrat komited untuk menyediakan suasana kerja yang selamat dengan mendahulukan keselamatan dan kesihatan dalam pekerjaan sebagai keutamaan syarikat. Komitmen syarikat kita, seiring dengan komitmen individu, adalah untuk mengekalkan keselamatan, bebas kemalangan di tempat kerja dan perlu patuh pada peraturan yang ditetapkan.

- Set objectives and targets for safety & health performance
Tetapkan objektif dan sasaran berkaitan dengan topik Pekerja yang perlu dicapai
- Monitor, review, report and communicate our Safety and Health Policy to all interested party openly without any information hide.
Memantau, memeriksa, melaporkan dan berkomunikasi tentang prestasi keselamatan dan kesihatan kepada semua pihak yang berminat tanpa menyembunyikan sebarang informasi.
- Training organize to increase awareness and eliminate or reduce the possible safety and health risk underlying at workplace.
Mengadakan latihan kepada semua pekerja untuk meningkatkan kesedaran terhadap keselamatan dan kesihatan serta menghapuskan atau mengurangkan potensi kes keselamatan dan kesihatan yang mungkin akan berlaku di tempat kerja.
- Safety & Health Committee is formed to overall responsible for all the safety and health issues at workplace
Jawatanbansua Keselamatan dan Kesihatan akan diwujudkan supaya mereka lebih bertanggungjawab kepada semua isu yang berkaitan dengan keselamatan dan kesihatan di tempat kerja.
- Provide and preparing sufficient PPE, training, and tools & equipment for employees
Menyediakan alat pelindung diri, latihan, dan peralatan keselamatan dan kesihatan kepada semua pekerja
- Distribute and effectively communicate this Policy and its importance such that it is understood at all levels in the Company
Mengedarkan dan berkomunikasi secara efektif tentang kepentingan polisi ini kepada semua pekerja dan memastikan mereka memahami isi kandungan yang ditulis dalam polisi ini.
- To build a health and safety environment to all workers by restricting smoking inside company building
Dilarang merokok di tempat kerja untuk membentuk sebuah tempat kerja yang sihat dan selamat kepada semua pekerja.


Approved by,



Tee Uan Phing
Managing Director

Safety & Health Policy

Doc No: W002-05 rev 0



Effective from 5 Dec 2018


ENVIRONMENTAL POLICY POLISI PERSEKITARAN

Multi Net Group is under commitment to be a responsible organization, to the best of its knowledge, by reducing the environmental effect produce and release to the Earth.

Multi Net Resources Sdn Bhd berhasrat komited untuk menjadikan sebuah organisasi yang bertanggungjawab untuk mengurangkan kesan negatif yang telah dihasilkan oleh persekitaran dan dilaksakan ke bumi kita.

- Set objectives and targets for Environmental related performance
Tetapkan objektif dan sasaran berkaitan dengan topik persekitaran yang perlu dicapai
- Monitor, review, report and communicate our Environmental Policy to all interested party openly without any information hide.
Memantau, memeriksa, melaporkan dan berkomunikasi tentang polisi persekitaran kepada semua pihak yang berminat tanpa menyembunyikan sebarang informasi.
- To extend and instill knowledge pertaining to the environmental issues through training and meeting.
Membarikan pengetahuan berkaitan dengan alam sekitar kepada para pekerja melalui latihan dan perbincangan.
- Distribute and effectively communicate this Policy and its importance such that it is understood at all levels in the Company
Mengedarkan dan berkomunikasi secara efektif tentang kepentingan polisi ini kepada semua pekerja dan memastikan mereka memahami isi kandungan yang ditulis dalam polisi ini.
- Not using any substances that is banned by all applicable laws, regulations and customer requirement into products and manufacturing.
Tidak menggunakan sebarang bahan yang telah diharamkan oleh undang-undang yang berkaitan, peraturan, dan permintaan pelanggan dalam proses pengeluaran dan pembuatan
- Prevent and reduce the pollution exposed to the Mother Earth during production process through monitoring and reduction of resources use in production especially pollutant materials.
Mengelakkan dan mengurangkan pencemaran kepada Bumi kita melalui proses pembuatan melalui pemantauan dan mengurangkan sumber bahan yang digunakan dalam pembuatan terutamanya bahan yang tercemar.
- Preparing and setup system, tools and equipment to prevent, reduce, eliminate, and monitoring the environmental effect.
Menyediakan dan mengadakan sistem dan peralatan untuk mengelakkan, mengurangkan, dan memantau kesan persekitaran yang mungkin akan disebabkan oleh proses pembuatan.
- Any major changing of process layout or increasing process activity involving machinery can impact to environment will be reported to government authorize to get advice and approval.
Sekiranya ada perubahan besar dalam penambahbaikan proses yang melibatkan jentera dan jika proses tersebut memberi kesan kepada alam sekitar, perkara tersebut akan dilaporkan kepada pihak kerajaan yang telah diberikan kuasa untuk mendapatkan nasihat dan kelulusan.


Approved by,



Tee Uan Phing
Managing Director

Environmental Policy

Doc No: W002-06 rev 0



Effective from 5 Dec 2018


ETHICS POLICY POLISI ETIKA

Multi Net Group is committed to comply with ethical standards in the conduct of company affairs which including business transaction, license application, employee grading, and supplier evaluation. Multi Net Group will ensure the Company's business with integrity and comply with Malaysia Federal laws.

Multi Net Group berhasrat komited untuk mematuhi standard etika dalam mengendalikan hal ehwal syarikat termasuk transaksi perniagaan, permohonan lesen, grad pekerja, dan penilaian prestasi pembekal. Multi Net Group perlu sentiasa memastikan perniagaan syarikat mestilah patuh dan berintegriti dengan Undang-Undang Perselakuan Malaysia.

- Distribute and effectively communicate this Policy and its importance such that it is understood at all levels in the Company
Mengedarkan dan berkomunikasi secara efektif tentang kepentingan polisi ini kepada semua pekerja dan memastikan mereka memahami isi kandungan yang ditulis dalam polisi ini.
- Prohibit any and all forms of bribery, corruption, extortion and embezzlement.
Semua jenis rasuah, pemerasan dan pengalangan adalah dilarang.
- All the information disclosure to the relevant party are always true, fact, accurate without any falsification.
Semua informasi terbuka kepada pihak yang berkaitan perlulah sentiasa betul, fakta, dan tepat tanpa sedikit pemalsuan.
- Safeguard and minimize the potential risk of exposure and leak out of all the intellectual property from valued Suppliers and Customers to any unauthorized party.
Melindungi dan mengurangkan risiko yang berpotensi untuk terdedah semua harta intelek daripada pembekal dan pelanggan kepada siapa yang tidak diberi hak untuk mengakses informasi tersebut.
- Conduct fair business without involve in vicious competition and advertising.
Mengendalikan perniagaan yang adil tanpa melibatkan diri dalam persaingan yang tidak sihat.
- Do not taking any retaliation action towards all whistleblowers.
Tidak mengambil tindakan yang berlawanan terhadap pemberi maklumat.
- Purchase only resources from verified suppliers who do not violate global concern over humanity, environmental, safety and healthy.
Membeli sumber daripada pembekal yang tidak menjejaskan global antaranya termasuklah topik kemanusiaan, persekitaran, keselamatan dan kesihatan.
- Keeping, storing, updating the personal or business information of all its business partners and access by authorized personnel only
Menjaga, menyimpan, dan mengemaskini informasi individu atau perniagaan untuk semua pihak perniagaan dan informasi tersebut hanya boleh disimpan oleh orang yang telah diberi kuasa.

Approved by,



Tee Uan Phing
Managing Director

Ethics Policy