



19th May
2020

GLOBAL COMPACT 2020 (FIRST HALF YEAR)

Multi Net Resources Sdn Bhd

HUMAN RIGHTS

Slide Subtitle

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses. .

HUMAN RIGHTS

Freedom of Speech

- All the employees are welcomed to speak out their opinions during meeting, or write their concern into company Whatsapp Group and through annual employee satisfactory survey
- We have emphasized on close communication which all levels of workers could directly reach the other level of employees or even management.
- However, freedom of speech is formed based on the rules “to respect each other” , “Adherent to Local Government Rules”, and “Follow Company Rules”.

Women Rights

- Company protect and support all the pregnant women’s rights to breastfeeding their children by allowing them to pump their milk during working hours without restriction.
- Company will never eliminate an pregnancy worker unless she made an intolerable mistake. All the pregnancy workers enjoy at least 60 days of confinement holiday and they are free to apply leave upon the reason of taking care of their infants.
- Besides, to support the workers with new born. Company rewards special fund to the worker with the aim of reduce financial burden and kind of appreciation to the contribution of the workers

HUMAN RIGHTS

Freedom of Education

- Company organize trainings and open to all staffs that fulfil the requirement which might including department, basic knowledge, potential of personal growth & etc.
- All the employees are encouraged to report type of training they are interested to join. Company will done analysis and further planning on the training arrangement.
- At the time of digital transformation, Company have done a lot of training to all levels of staff to assist them in implementing new technology in the working environment.

Freedom of Privacy

- All the employees personal data are kept by authorized personnel and with access authorization control.
- All types of forms with personal information filled up including identity card number, address, contact number, email and any other private and confidential data are required to be paper scrapped before recycle.

HUMAN RIGHTS

Freedom of Equity

- All the workers enjoy the equity opportunity to get promoted based on performance data collected and analyzed.
- All the workers are free to access to all company public area and enjoy all the public services provided by company without discrimination

Freedom of Getting Consultation & Information

- All the employees are free to received company consultation services
- We are highly concern on working stress and stress management. All the workers with difficulty in relief stress are advised to have personal consultation with authorized personnel. All the discussion topic wont reveal to third party.

HUMAN RIGHTS

Rights to Safety & Health

- With the explosion of COVID-19, Company has prepared all necessary personal protective equipment including 3 layers face mask, hand sanitizer, disposable gloves, and other relevant practice such as 1 meter social distance rules, disinfection activity and temperature taking.
- Company arrange for high-risk workers to be sent to COVID-19 Screening Test before returning to work

LABOR

Slide Subtitle

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

LABOR

Freedom of Association

- All the employees are freely to join any union and association without restriction

Elimination of Forced Employment

- All the Multi Net Resources Sdn Bhd workers are contract protected
- And the written of the contract is based on Local Employment Laws
- Without mutual agreement and signature of employer and employee, the agreement will not be effective

LABOR

Protest Against Child Labor

- Multi Net Resources Sdn Bhd will never knowingly take part in child labor hiring.
- All types of hiring (excluded Internship & Apprenticeship) are not opened to underaged as according to local law
- All the job applicant are required to show their original identity card/passport and a copy of the document will be kept together with their personal file.

Elimination of Discrimination

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

ENVIRONMENT

Slide Subtitle

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ENVIRONMENT

Recycling Program

- All the recycle-able items are not allowed to be throw directly and gather and collect for recycling activity
- All the environmental friendly information are shared amongst company area to instill the mindset of protecting environment to our employees and even visitors
- We are planning to design annual event with idea of combination of healthy lifestyle and green environment into 1 in order to promote the importance of protect environment to all interested parties.

RoHs & REACH Compliance

- All the materials and products purchased and sold by Multi Net Resources Sdn Bhd are RoHS and REACH Compliance.
- We never knowingly take part in purchasing non-RoHS & REACH compliance items as the items will greatly impact our Mother EARTH
- Strictly control over adoption of control chemical substances

ENVIRONMENT

Embrace the Environment with Green Technology

- Multi Net Resources Sdn Bhd has started its progress of digitization of internal operation since middle of Year 2019.
- Transforming any paper printed works to application or e-form in order to cut down paper printing cost and at the same time educate employees the importance of environmental protection
- Transforming production into semi & automation production to increase the productivity and yield on productivity. So to reduce the utility waste due to low output.

ANTI-CORRUPTION

Slide Subtitle

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

ANTI CORRUPTION

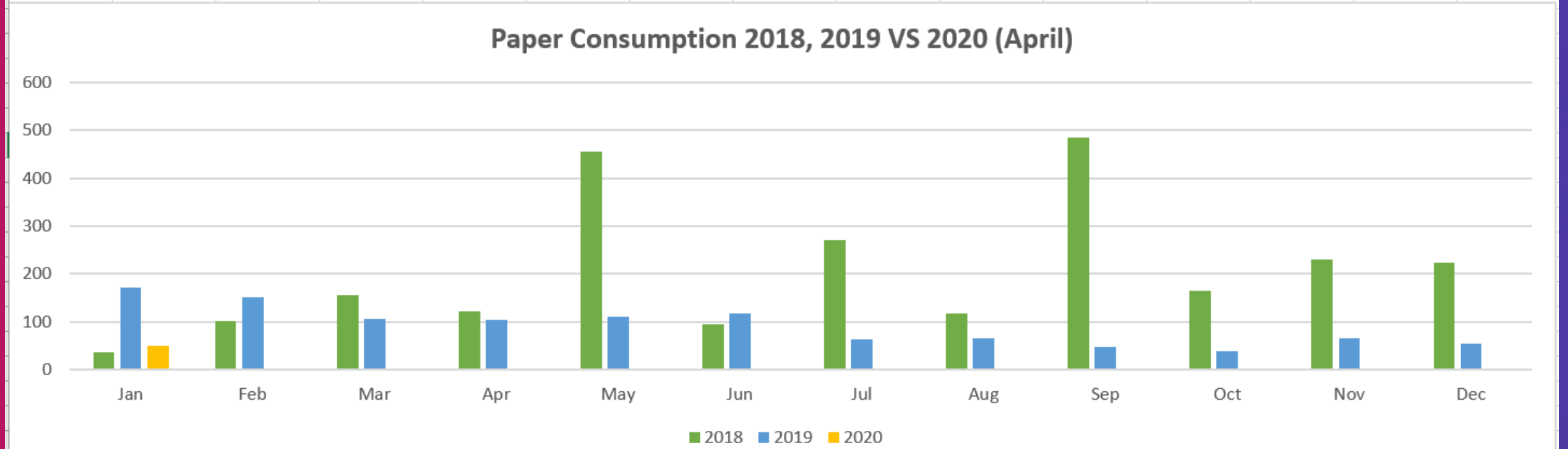
Say No to Corruption

- All the procurement and sales activity are documented and approval required
- All the procurement and sales activity pricing and related data are stored in system for review
- All the financial related reports or items are assigned to authorized personnel only

SIGNIFICANT DROP IN PAPER CONSUMPTION

2020

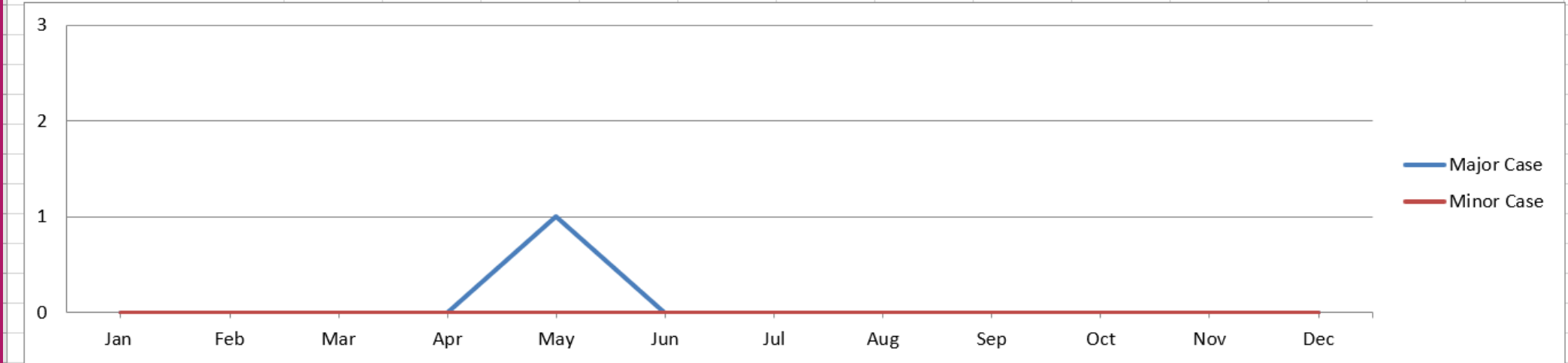
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
2018	36.07	100.7	154.48	120.74	455.16	93.92	270.58	118.23	485.96	164.32	229.12	222.7	2451.98	204.33
2019	172.28	151.78	106.9	103.48	111.24	116.54	62.83	65.16	48	37.65	65.49	53	1094.35	91.20
2020	50.00	0.00	0.00	0									50	12.50
Average	86.12	84.16	87.13	74.74	283.20	105.23	166.71	91.70	266.98	100.99	147.31	137.85	1198.78	102.68



We target to reduce the paper consumption to not more than RM30.00 per month in an average

Safety & Health Case Monitoring


Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Major Case	0	0	0	0	1	0	0	0	0	0	0	0	1
Minor Case	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Case	0	0	0	0	1	0	0	0	0	0	0	0	1
Minor Injury Definition	<i>Small Cut & Scratches, Small Portion of Body Bruis, Small Bleeding, Injury which can be fully supported by Internal First Aid Team</i>												
Major Injury Definition	<i>Fainting, Sprains and Broken Bones, Unstoppable Bleeding, Slips and Fall, Injury that need professional Medical Team involved</i>												



For all the safety cases happened, we will assigned safety committee team to do investigation and improvement with the aim to protect employees from all possible dangerous and risks. (All the investigation report are kept in system)

RELATED POLICIES

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 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 sekiranya 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, hmas 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

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 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 mengkalikan 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 rekod 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
Mengedaran 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 tempori kerja yang sihat dan selamat kepada semua pekerja.

Approved by,

Tee Uan Phing
Managing Director

Doc No: W002-05 rev 0




Effective from 5 Dec 2018

ENVIRONMENTAL POLICY POLISI PERSERTARAN


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 untuk menjadikan sebuah organisasi yang bertanggungjawab untuk mengurangkan kesan negatif yang telah dihasilkan oleh persertikaran dan dilapaskan ke bumi kita.

- Set objectives and targets for Environmental related performance
Tetapan objektif dan sasaran berkaitan dengan topik persertikaran 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 persertikaran 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
Mengedaran 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.
Mengalihkan 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 mengkalikan, mengurangkan, dan memantau kesan persertikaran 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

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 untuk mematuhi standard etika dalam mengedalikan 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
Mengedaran 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 perluah 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.
Mengedalikan perniagaan yang adil tanpa melibatkan diri dalam persaingan yang tidak sihat.
- Do not taking any retaliation action towards all whistleblowers.
Tidak mengambil tindakan yang keterlaluan terhadap pemberi maklumat.
- Purchase only resources from verified suppliers who do not violate global concern over humanity, environmental, safety and healthy.
Mematuhi sumber daripada pembekal yang tidak menjejaskan global antaranya termasuk topik kemanusiaan, persertikaran, 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

Labor Policy

Safety & Health Policy

Environmental Policy

Ethics Policy