

Tong Herr Resources Berhad (“THR” or “the Company”), including its subsidiaries (“the Group”) is committed to upholding human rights throughout our operations and expect our suppliers to do the same. As part of its commitment to human rights, the Group prohibits the use of forced labor in our operations. The prohibition and prevention of forced labor is a core component of the Group’s commitments.

This policy defines and explains the Group’s policy and practices with regards to prevention of forced labor to meet its human capital needs while promoting consistency, transparency, compliance and adherence to prevailing laws and legislations. The policy also promotes fair and equal opportunities and promotes the Group as an employer of choice and a responsible employer.

1.0. INTRODUCTION

1.1. Human Rights and Company Ethics

Ensuring the protection of human rights and fundamental freedoms is a top priority for our Company.

1.2. Our Stance Against Forced Labor

As a global organization, we stand firmly against any form of forced labor, including child labor. This policy outlines our unwavering commitment to combating child and forced labor and the procedures for addressing any violations.

2.0. PROHIBITION OF CHILD & YOUNG WORKERS

2.1. No Tolerance for Child Labor

We do not employ individuals below the legal minimum age of employment under labor law in any circumstances.

2.2. Addressing Unintentional Hiring

If an unintentional hiring of an employee below the legal minimum age of employment under labor law is occurs, we promptly take legal actions, provide necessary protection, and support the affected individual.

2.3. Monitoring Compliance

We monitor and ensure compliance with the minimum employment age by all our onsite vendors. Violations of this policy lead to serious consequences and may result in the termination of business relationships.

3.0. ANTI-SLAVERY AND ANTI-HUMAN TRAFFICKING

3.1. Our Stance Against Slavery and Human Trafficking

Our Company strictly condemns slavery and human trafficking in all its forms.

3.2. Defining Trafficking in Persons

We define trafficking in persons and list the forms of exploitation associated with it.

3.3. Combatting Trafficking-Related Activities

Our commitment extends to combating trafficking-related activities like forced labor, fraudulent recruitment, non-compliance with local labor laws, and failure to provide valid employment contracts.

4.0. ELIMINATION OF FORCED LABOR

4.1. Defining Forced Labor

For us, forced labor aligns with the ILO Convention No. 29, which includes work or services performed involuntarily under threat of punishment or retaliation.

4.2. Zero Tolerance for Forced Labor

We do not tolerate or condone forced labor, modern slavery, or human trafficking.

5.0. PREVENTION AND REMEDY OF FORCED LABOR

5.1. Strict Prohibition of Forced Labor

We strictly prohibit forced labor, including prison labor, and take all necessary measures to prevent it.

5.2. Employee Rights and Movement

Employees have the right to leave the workplace after completing their workday. Their freedom and movement are not restricted.

5.3. Employee Training

We provide our employees with training on our code of conduct and social compliance standards to help them identify and report violations.

5.4. Preventing Violations

To prevent violations, we take disciplinary actions, ensure proper training, and establish mechanisms to identify potential forced labor.

5.5. Handling Incidents Arising from External Factors

In cases of incidents arising we provide necessary legal protection required by law.

5.6. Monitoring and Compliance

We monitor the implementation of these measures seriously. Information regarding the implementation of these measures is regularly requested from our onsite vendors. In cases of difficulties during implementation, onsite vendors may seek advice from the Company. In extreme cases of non-cooperation, we reserve the right to terminate the business relationship.

6.0. CORPORAL PUNISHMENT

6.1. Dignity and Respect for All Employees

We treat all employees with dignity and respect, regardless of their backgrounds, nationality, ethnicity, race, religion, sexual orientation, culture, and personal beliefs.

6.2. Strict Prohibition of Corporal Punishment

Harsh and inhuman treatment, corporal punishment, or any form of physical, mental, or verbal abuse is strictly prohibited and will not be tolerated.

6.3. Definition of Corporal Punishment

Corporal punishment includes physical violence, coercion, and threats, both physical and psychological.

6.4. Exceptions

Our policy does not prohibit normal supervisory responsibilities, such as performance reviews, direction, counseling, and disciplinary actions, as long as they are conducted respectfully and professionally in accordance with our Company's policies and procedures.

6.5. Investigating and Addressing Corporal Punishment

In cases of corporal punishment, we conduct investigations and take appropriate disciplinary actions. When necessary and with the consent of the victim, we may report incidents to the authorities.

7.0. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

7.1. Acknowledging Employee Rights

We acknowledge and respect the rights of all employees to participate in trade unions and engage in collective bargaining as allowed by Malaysian laws.

7.2. Support for Workers' Representative

We support and promote the formation of Workers' Representative groups and encourage collective bargaining.

8.0. REPORTING VIOLATIONS

8.1. Reporting Violations

Violations of this policy should be reported to the Company through established channels, and all information will be kept confidential.

9.0. RIGHT TO REMOVE FROM IMMINENT DANGER

9.1. Employee Right to Safety

Employees have the right to remove themselves from imminent danger without seeking permission from the Company or onsite vendors.

10.0. POLICY AMENDMENTS

10.1. Policy Updates

The Company reserves the right to amend this policy as needed and will notify all employees of any changes upon approval by management.

11.0. LANGUAGE AUTHORITY

11.1. English Version Authority

In cases of translation of this policy into other languages, the English version of this policy will prevail in the event of any dispute or confusion.