



安 裕 集 團
ANN JOO GROUP

HUMAN RIGHTS POLICY

(VERSION 1/2023)



CONTENTS

1. INTRODUCTION	3
2. SCOPE	3
3. COMMITMENT	3
4. IMPLEMENTATION	4
5. GOVERNANCE	5
6. EFFECTIVE DATE	5



1. INTRODUCTION

Human rights are the fundamental rights and freedoms to which everyone, regardless of background, is entitled. Ann Joo Group, consisting of Upstream Steel Division, Downstream Steel Division, and Green Technology Division, is committed to our responsibility to ensure that the welfare of our employees is protected. We strive to respect and protect human rights as set out in the UN Guiding Principles on Business and Human Rights in creating and impacting sustainable and positive host communities by respecting all human rights where we operate.

2. SCOPE

Our human rights policy applies to all employees of Ann Joo Group, including but not limited to permanent employees, part-time employees, migrant workers, independent contractors, suppliers, and business associates. Besides, we encourage our business associates to make comparable commitments in their own business practices.

The Human Rights Policy is overseen by Ann Joo's Board of Directors. We communicate our commitment to human rights to our employees and the public via our Code of Conduct, Annual Report, and Safety, Health, and Environment ("SHE") Policy.

3. COMMITMENT

3.1 Respecting Diversity and Inclusion

As responsible corporate citizens, we strictly comply with the relevant laws in the markets where we operate, such as the Employment Act 1955, Children & Young Persons (Employment) Act 1966, Employment (Restriction) Act 1968 in Malaysia as well as The Employment Act in Singapore. Ann Joo always abides by these legislations to ensure that our workplaces are free of discrimination or harassment on grounds of gender, race, age, religion, indigeneity, sexual orientation, disability, social origin, and ethnicity by providing fair working hours, fair treatment, fair training and development opportunities, fair compensation and benefits, and fair payment of wages.

We are committed to remunerating all employees competitively in accordance with industry standards. We ensure that every step of our hiring process is transparent, with both parties agreeing to the terms and conditions outlined in the employment contract.

3.2 Respecting Freedom of Association and Collective Bargaining

In addition, we respect our employees' rights to participate in a trade union of their choice in accordance with the Industrial Relations Act 1967 and the Trade Unions Act 1959. Ann Joo allows the union members to elect their trusted representative during Annual General Meeting to collectively conclude the terms and conditions of the collective bargaining agreements.



3.3 Providing Safety and Health

We are committed to providing a safe and secure workplace free of all forms of harassment, threat, violence, and intimidation. Ann Joo complies with the established Safety, Health, and Environment (“SHE”) Policy in ensuring a safe and healthy workplace for the employees as well as other independent contractors. Besides, security safeguards for employees are provided, as needed, and are maintained with respect for employees’ privacy and dignity.

3.4 Protecting Environment

We also recognize the interdependence of human rights and the environment, particularly in relation to natural resources (land, water, etc). Ann Joo also expects its suppliers to be proactive and responsible in human rights protection, safety, health, and environmental issues by complying with applicable laws relating to health, safety and environment and generally strive to be pre-emptive of any negative health, safety, and environmental impact.

3.5 Prohibiting Forced Labour and Human Trafficking

We do not tolerate any form of forced labour including bonded labour, indentured labour and slave labour, or human trafficking. Workers must be allowed to move around freely and leave their place of work when their working hours end.

3.6 Protecting the Rights of Children

In line with the above, we also view child labour as a significant issue, and we prohibit the hiring of child labour under any circumstances. The minimum age for full-time employment must be 15 or the legal minimum age for employment under Applicable Law, whichever is higher. The Group must not hire employees under the age of 18 for positions requiring hazardous work that could jeopardise health, safety or morals.

4. IMPLEMENTATION

We are committed to protecting and maintaining human rights throughout our business by conducting due diligence to identify, prevent and mitigate the adverse human rights impacts on stakeholders across our value chain. If any adverse human rights impacts are uncovered due to or from linkages to our business activities and operations, Ann Joo is committed to taking and providing fair and equitable remediation by taking the early and proactive stakeholder consultation into account.

In addition, grievance mechanisms, that are based on the escalating system to report any acts of unethical behavior or human rights violations, are available for all employees. The employees are able to make their formal complaints or grievances to their immediate superiors via multiple mediums including email and telephone, and the grievances will be referred to other departments in the company hierarchy. We are committed to investigating these issues thoroughly and providing appropriate responses and remedies.



We are committed to investigating all violations of this policy through:

Whistleblowing Email: whistleblow@annjoo.com.my

or

Senior Independent Director

c/o Company Secretary

Wisma Ann Joo

Lot 19391, Batu 8½

Jalan Klang Lama

46000 Petaling Jaya

Selangor D.E

5. GOVERNANCE

Respect for human rights is an integral part of our business sustainability strategy. We report to the public on our human rights-related progress and commitments in our Annual Report.

The Company reserves the right to amend this policy at any time.

6. EFFECTIVE DATE

This policy was endorsed by the Board and effective as of 17 April 2023.