

## Labour Standards & Human Rights Policy (“Policy”)

### 1. Introduction

VSTECS Berhad (“**VSTECS**” or the “**Company**”) and its subsidiaries (the “**Group**”) supports and respects the protection of internationally recognised Human Rights as established in the Universal Declaration on Human Rights and the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. Our Labour Standards & Human Rights Policy is a testament of our commitment towards conducting our business in the most sustainable manner while respecting the rights and welfare of our workforce. The Group strives to work towards ensuring that basic rights inherent to all human beings are upheld across the businesses within the Group, and across our value chain.

### 2. Scope

This Policy is applicable to all the Group’s employees.

### 3. VSTECS’ Commitment

As a responsible corporate citizen, we aim to align our human rights practices in line with internationally recognised principles, standards and practices. We do not tolerate unethical labour practices such as child labour, forced or compulsory labour, restriction of freedom of movement.

We respect the rights of our employees through our commitments which include, but are not limited to:

#### 3.1 Safety and Health

We strive to provide a safe, secure and conducive workplace environment to all our employees. We take effective steps to minimize the incidence of occupational injury and illness through occupational safety, training and emergency preparedness. The Group is committed in complying with applicable safety and health laws and regulations, including internal requirements.

#### 3.2 Non-Discrimination, Diversity and Inclusiveness

VSTECS values and continuously aim to enhance the diversity and inclusion culture among our workforce. We embrace a workforce free of unlawful discrimination such as race, colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation or marital status in hiring and employment practices such as promotions, rewards, and access to training. Our hiring, training, development opportunities as well as career promotion are provided without any prejudice and determined only by the qualifications, performance, skills and experience. Besides that, the Group is strictly against any disrespectful behaviour or unfair treatment in the workplace. The Group is committed to provide a safe workplace free from any form of harassment, violence or threats.

#### 3.3 Work Hours, Wages and Benefits

The Group is committed in ensuring full compliance with all the applicable laws with respect to working hours, overtime, minimum wages and legally mandated benefits. Besides that, we aim to compensate our employees competitively.

### 3.4 Child, Forced or Involuntary Labour

The Group does not condone any form of child, indentured or involuntary labour in our operations. We comply and adhere to the relevant employment act(s) and minimum age provisions of applicable laws and regulations in our hiring practices.

### 3.5 Women Rights & Empowerment

We are committed to be an equal opportunity employer where women and men will be treated fairly and equally at work. Women will be provided equal opportunity in terms of employment, training career development and remuneration and benefits package.

### 3.6 Freedom of Association

The Group respects the right of employees and stakeholders to freedom of association as provided for in the laws of Malaysia. Employees are free to join, support, or participate in any registered association, cultural society, professional body, or political entity so long as such associations are not illegal, i.e., involvement in outlawed groups nor interfere in a professional capacity.

## 4. Reporting and Whistleblowing

Within VSTECS, we have a grievance and whistle-blowing mechanism which are available to all of our employees and external parties. An employee who reports against any human rights violation is protected against any adverse and detrimental actions for disclosing any improper conduct committed.

For Human rights and HR related whistle blowing, a complaint can be directed to personnel below:

**Ms Shirley Yee**  
Human Resource Manager  
[cyyee@vsteecs.com.my](mailto:cyyee@vsteecs.com.my)

**Mr Soong Jan Hsung**  
Chief Executive Officer  
[jhsoong@vsteecs.com.my](mailto:jhsoong@vsteecs.com.my)