

## **HUMAN RIGHTS POLICY**

LB Aluminium Berhad and its subsidiaries (“the Group”) is committed to protect the human rights of all individuals in the communities where we operate. We believe that human rights are basic rights that inherently belong to every person in a society founded on freedom, justice and peace.

Our Human Rights Policy is governed by the Employment Act 1995 and all other relevant labour laws of Malaysia and is devised with general reference to the United Nations Guiding Principles on Business and Human Rights (Guiding Principles), the Core Conventions of the International Labour Organisation (ILO), and the principles outlined in the Universal Declaration of Human Rights (UDHR). These commitments are further detailed in the Group’s Sustainability Policy, where we state our expectations for the treatment of human rights by all stakeholders involved in our operations, including all employees, directors, suppliers, joint ventures, community partners and any other parties with business relationships with the Group.

### **1. Modern Slavery and Human Trafficking**

Modern slavery, forced labour and human trafficking are gross violations of human rights. These unfair labour practices can take various forms but have one thing in common — the exploitation of one person by another through deprivation of liberty for personal or commercial gain. To prevent these injustices, we have adopted the following measures:

- Provide information to the employees about their rights as set in the Company’s Employee Handbook.
- Conduct periodical checks, audits and other similar processes.
- Condemn corporal punishment, threats of violence, or any other instances of physical, sexual, psychological, or verbal harassment or abuse.
- Provide employee housing that complies with proper health and safety standards.
- Employees will not be compelled to work against their will in any means, including intimidation, threat, or physical confinement.

#### **1.1 Child Labour**

In accordance with the Malaysian Child Act 2001 (Act 611), we disallow child labour practices and prohibit the use of child labour. Our suppliers must comply with local laws regarding the minimum age of employees. In addition, we uphold Goal 16 of the United Nations Sustainability Development Goals (“UNSDGs”) to “End abuse, exploitation, trafficking and all forms of violence against and torture of children”.

#### **1.2 Conflict Minerals**

We neither purchase nor utilise conflict minerals, or their derivatives which may directly or indirectly finance or benefit unlawful military factions. The Group requires all of its suppliers to refrain from using conflict minerals in support of the goal to end violence, human rights violations and environmental devastation in the Covered Countries.

## **2. Equality, Diversity and Inclusivity**

The Group is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best.

We promote a harm-free workplace and aspire to foster an inclusive culture where employees feel motivated to harness their skills in order to succeed. Having a diversified workforce creates added value and brings plenty of advantages. We respect all employees regardless of their race, gender, age, nationality, religious or political beliefs, disability, ethnicity, marital status, family situation, cultural background, social origins, caste, disability, pregnancy and maternity. We value the contributions of their unique experiences and perspectives, and

- treat all co-workers fairly and with respect, and condemn any form of discrimination, bullying and any kind of harassment rooted in differences of background or thought.
- enforce an unbiased system of recruitment, selection and promotion.
- offer fair remuneration and opportunities for career development, talent management, mentoring and succession planning.

## **3. Labour Standards**

Our operations adhere to all applicable national laws and regulations. These labour standards are established to facilitate continuous enhancement of social compliance within the Group and our suppliers. Our goal is to adopt the highest standards of health and safety for employees. Our commitments towards upholding a fair and conducive working environment for all of the Group's employees are outlined below:

### **3.1 Health, Safety and Well-Being**

We promote health, safety and well-being of our employees by providing a safe and healthy working environment. We will strive to eliminate the risks and hazards that are inherent in the workplace in order to protect employees from potential accidents and injuries.

All employees will receive job-specific safety instructions in the course of their employment.

### **3.2 Freedom of Association & Collective Bargaining**

We subscribe to the established Malaysian labour laws relating to the formation of trade unions and their organisational activities. We respect the employees' rights to freedom of association and collective bargaining. Workers are free to form or join their preferred trade unions and to bargain collectively.

### **3.3 Disciplinary & Grievance Practices**

We treat all employees with dignity and respect. We do not tolerate any acts of corporal punishment, mental or physical coercion or verbal abuse towards employees.

### **3.4 Working Hours**

We follow the government's standard on the maximum number of working hours (including overtime and rest periods) and holiday entitlements as prescribed by national laws and regulations. We believe that our workforce deserved fair wages that correspond to fair hours of work.

### **3.5 Remuneration**

We comply with all applicable national laws and regulations regarding wages and benefits. All work-related remuneration and benefits are based on merit and performance determined by performance reviews. This ensures fairness and certainty that the right person will get the position.

## **4. Local Community**

The Group takes great care to prevent any adverse Economic, Environmental, Social and Governance impact in the communities that we operate in. We pride ourselves on being a responsible corporate entity and we strictly adhere to all laws and regulations put forth within the district of operations and believe in giving back to society by creating long-lasting positive impacts that will enrich the communities over the long term.

Moreover, the Group recognises the co-relationship between business growth and community well-being and welfare. Therefore, to fulfil our corporate responsibility to the community, we express our commitment to improve community sustainability by organising various activities that are aimed towards promoting community engagement and addressing the needs of less-fortunate and underprivileged families.

## **5. Responding, Monitoring and Assessing Effectiveness**

The Group implements a zero-tolerance policy for human rights violations and will take every action to prevent such acts. We have the responsibility to always be on the lookout for risks, however small, in our organisation. We exercise transparency in our approach in addressing human rights offences within the Group.

- Condemn human rights violations and impose measures that will prevent such acts.
- Provide a grievance mechanism where all workers can raise concerns via Whistle Blowing Policy.
- Raise awareness about proper human rights practices and kept informed of the Group's Anti-Bribery and Corruption Policy ("ABC Policy), Code of Conduct and Sustainability Policy.
- Perform due diligence and monitor performance as necessary to identify and mitigate risks, such as when identifying potential new suppliers and protecting whistle blowers.

- Impose disciplinary action against individual(s) and/or termination of contract of any organisation or supplier who have breached this Policy.
- Conduct regular review of this Policy and make adjustment based on changes in legislations, emerging issues and any other human rights standards.
- Collaborate with stakeholders to prevent human rights violations in any of our operations.
- This Policy is subject to review where necessary and made available on the Group's website.

## **6. Communication and Compliance**

We encourage our suppliers to inform their employees of the provisions of this Policy. Suppliers are expected to develop and implement appropriate business mechanisms to monitor compliance with this Policy.

The Group reserves the right to inspect any site involved in business activities with the Group. If after genuine consultations and appropriate written notice, our business and community partners remain non-compliant, we reserve the right to terminate or suspend their contracts or agreements. All assessments of non-compliance will be conducted in good faith.

This Policy is reviewed and approved by the Board of Directors on 27 March 2024.