

Uzma Berhad and its group of companies are committed to respect and support fundamental human rights as expressed in the Universal Declaration for Human Rights, the United Nations Guiding Principles on Business and Human Rights and internationally recognized human rights in areas where we operate.

Our commitment to human rights is guided by this policy statement and governed by our Code of Conduct and Business Ethics.

## 1. Non-discrimination

We support a work environment free from discrimination by providing equal opportunities for all employees and applicants regardless of race, colour, religion, gender, age, disability, ethnic, national origin or any other characteristic protected by law.

## 2. Forced Labor

We strictly prohibit the use of forced or compulsory labor in all our operations. We ensure that all work is voluntary, and employees are free to leave upon reasonable notice.

## 3. Child Labor

We do not engage in or support the use of child labor. We comply with all applicable child labor laws and regulations, ensuring that no person under the legal working age is employed.

## 4. Freedom of Association

We respect the rights of employees to associate and bargain collectively. Consistent with applicable customs, local laws, rules and regulations. We support open communication and direct engagement between employees and management.

## 5. Harassment

We do not tolerate any form of harassment, including sexual harassment, bullying, and any other behavior that creates a hostile work environment.

## 6. Working Conditions

We are committed to provide safe and healthy working conditions for all employees. We comply with all relevant health and safety laws and regulations, and continuously strive to improve workplace safety standards.

We shall adhere to this policy and require all our employees and contractors to strictly adhere to this policy at all times. This policy is communicated to all employees and relevant stakeholders and we provide grievance mechanisms for recording and addressing complaints promptly and confidentially.



**DATO' KAMARUL REDZUAN MUHAMED**  
Group CEO & Managing Director, Uzma Berhad

