

## **PTP'S HUMAN RIGHTS POLICY STATEMENT**

### **Our Commitment**

Pelabuhan Tanjung Pelepas Sdn Bhd ("PTP") is committed to respect and support the rights of our employees, clients, vendors, and community around us, to ensure all actions of the company do not harm the rights of others.

Aligned with the globally recognized principles and standards, PTP's Human Rights Policy Statement adheres to, but is not limited to the International Labor Organization ("ILO")'s Fundamental Principles and Rights at Work, ILO's Social Security Standards, United Nations' Global Compact Principles, United Nations' Universal Declarations of Human Rights and United Nations' Sustainable Development Goals ("UN SDG"); in addition to the Malaysian laws such as the Employment Act 1955 and the Industrial Relations Act 1967.

### **Our Principles**

#### **Freedom of Association and the Collective Bargaining Rights**

We respect the employees' rights to freely join or not to join a union or any other employee representation of their own choice including a legally recognized union in accordance with the established laws. We are committed to protecting our employees' rights to freely voice their interests and opinions through PTP's established channels without fear of reprisal or intimidation. To ensure a productive and harmonious workplace, we also recognize establishing fair working conditions through good faith in collective bargaining in accordance with the Malaysian labor laws and internal unions.

#### **Forced Labor**

We are strongly against any form of forced labor as all kinds of labor should be voluntary. We do not condone any act of indicators of forced labor including    but not limited to    deception, restriction of movement, isolation, abusive working and living conditions, intimidation    and threats and abuse of vulnerability. In accordance with the Malaysian labor laws, we are committed to implementing a zero-tolerance policy towards any kinds of forced labor such as modern labor slavery, or any human trafficking activities.

#### **Child Labor**

We adopt zero tolerance against any forms of child labor including    but not limited to, all forms of slavery such as child trafficking, debt bondage and, use of children for illicit activities, as aligned with the International Labor Organization's convention and the Children and Young Persons' (Employment) Act 1966 of Malaysia.

#### **Diversity, Equity, Inclusion and Discrimination Elimination**

We promote an inclusive work environment that values the diversity of our workers by rejecting any kind of discrimination. We value and respect the rights of the employees to develop to their utmost potential with merits    and we prohibit any kind of unlawful discrimination both direct or indirect, based on age, race, religion, ethnicity, disability, gender, nationality, marital status, pregnancy, or any forms of discrimination in the process of hiring    following the constitution of the company.

**Health and Safety**

We maintain and continuously improve to provide a working condition that is safe and conducive to good health by implementing best practices including, but not limited to, prevention of injuries and illness, promoting a health and safety awareness culture across the organization, reporting and investigating accidents as well as identifying and mitigating risks for all health and safety hazards and risks in line with PTP's Health, Safety, and Environment ("HSE") Policy Statement. We are committed to ensuring the health and safety of our employees are protected in compliance with the applicable local regulations and legislation.

**Foreign Workers**

We are committed to protecting the rights and welfare of our foreign workers with fair treatment including but not limited to decent working and living conditions and access to social protection. We follow the Malaysian laws, rules and regulations and practice zero tolerance towards any form of exploitation and discrimination. We ensure our hiring and recruitment practices are in full compliance with the Malaysian immigration laws for foreign workers.

**Fair Procedures**

We promote peace, create values, and maintain competitiveness by appreciating our talents and recognizing the importance of decent work and employment through providing fair disciplinary, grievances and dismissal procedures adhering to terms including, but not limited to, minimum wages, benefits, training, and development working hours, leave, rest periods, promotions, appraisal, termination, and other terms of employment in compliance with the Malaysian employment laws.

**Harassment**

We are committed to providing a harmonious and respectful working environment and are against any form of workplace harassment and hostility including, but not limited to, violence, humiliation and bullying including physical, verbal, and non-verbal or written racial and sexual harassment as aligned with PTP's Sexual Harassment Policy and the Malaysian laws.

**Moving Forward**

We believe that recognizing all human rights standards and commitments should apply to all employees in an equitable manner. The management will visibly and consistently uphold the principles and requirements of this policy statement and regularly review its performance and compliance.

We hold and expect each person to be responsible and accountable for their own conduct as well as personnel under his/her management. Through active participation and commitment of all our management, employees, and business partners across our value chain, we will strive to meet the requirements of this Human Rights Policy Statement.