



## HUMAN RIGHTS POLICY

Mushtari Maintenance Services Sdn. Bhd. (MMSSB) is guided by the principles as expressed in the Universal Declaration for Human Rights. Our Human Rights Policy is a commitment to good workplace practices and include people in communities in our areas of operation. The policy applies to all operations within the direct control of MMSSB, including suppliers and subcontractors acting on our behalf and we shall work towards implementing the policy proportionately and appropriately in our supply chain.

We are guided and governed by our commitment to:

1. Non-discrimination  
We have a zero-tolerance policy against discrimination in any form and our employees are provided with equal career opportunities regardless of race, religion or gender.
2. Fair Employment Conditions  
We operate in full compliance with applicable wage, work hours, overtime and benefits laws. We provide recognition based on performance and contribution to the Company's success.
3. Health and Safety  
We provide a safe and healthy workplace environment for employees. We comply with applicable health and safety laws, regulations and requirements. We are dedicated to maintaining a productive workplace and strive to take every measure to prevent job-related injuries and illnesses and aim for zero fatalities.
4. Workplace Security  
We strive to provide a safe and mutually respectful workplace environment that is free from violence, harassment, humiliation and intimidation of a sexual nature.
5. Privacy/Data Protection  
We respect the confidentiality of our employees' personal information and treat all personal data with integrity.
6. No Child or Forced Labour and Human Trafficking  
In compliance with prevailing laws, we do not employ children. We prohibit the use of all forms of forced and bonded labour, slavery and human trafficking.
7. Community Rights  
We recognize and respect the legal and customary rights of local communities and indigenous people, as well as the need to protect the basic human rights of marginalized MMSSB, including refugees and persons of different abilities.

We have established grievance procedures and whistleblowing channels which all our stakeholders are encouraged to use to report potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices; and we have mechanisms in place to ensure that the person making such a report shall do so without fear of discrimination or harassment.

Syed Mohd Rizal Syed Abdul Rahman.  
Managing Director.  
For Mushtari Maintenance Services Sdn.Bhd.

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