



PANTECH GROUP HOLDINGS BERHAD

Registration No. 200601013856 (733607-W)

HUMAN RIGHTS POLICY

13 June 2023

1. STATEMENT

- 1.1. At Pantech Group Holdings Berhad, we believe that upholding human rights is fundamental to our business operations and is our responsibility as a corporate citizen. We recognize that our actions can have a significant impact on the well-being of individuals and communities and we are committed to respect and promote human rights in all aspects of our operations, products and services. We also believe that upholding human rights is a shared responsibility and we are committed to working with our stakeholders, including employees, suppliers, customers and communities, to promote respect for human rights in all of our activities.
- 1.2. As a responsible corporate citizen, we are committed to uphold the values and principles enshrined in the:
 - a) International Bill of Human Rights (which consisted of Universal Declaration of Human Rights, International Covenant on Economic Social and Cultural Rights, International Covenant on Civil and Political Rights);
 - b) UN Guiding Principles on Business and Human Rights; and
 - c) International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

2. OBJECTIVE

- 2.1 The objectives of this Human Rights policy included:
 - a) To establish a framework that guides the company to respecting and promoting human rights in all its operations;
 - b) To outline expectations for the company and its employees regarding the protection and promotion of human rights;
 - c) To define the company's responsibilities in respecting and protecting human rights, as well as providing a mechanism for employees and stakeholders to report human rights concerns.

3. SCOPE

- 3.1 Controlling interest company of Pantech Group Holding Berhad is required to adhere to this Policy and non-controlling interest company is encouraged to adopt this Policy or similar principles.
- 3.2 This Policy applies to all Directors, employees and business associates of Pantech Group Holdings Berhad and all of its respective subsidiaries (collectively referred to as "**Pantech**") including but not limited to vendors, suppliers, contractors and any other third-party persons who perform services for or on behalf of Pantech.

4. PRINCIPLES

4.1 Non-Discrimination

We prohibit discrimination against any individual or group on the basis of race, gender, religion, nationality, sexual orientation or any other characteristics protected under international human rights standards.

4.2 Fair Employment Conditions

We uphold the principle to provide fair and just working conditions to all our employees, which includes fair wages, reasonable working hours, adequate benefits and other forms of remuneration in compliance with the applicable laws and regulations in place. We recognize employee's performances and contributions and provide equal career opportunities to all employees. We also encourage open communication and feedback and respect the rights of employees to express their opinions.

4.3 Health and Safety

We strive to provide a safe and healthy workplace that complies with all relevant laws and regulations. We have the responsibility to provide a working environment that is free from hazards and to take steps to prevent workplace injuries and illnesses. We aim at continuous improvement of our health and safety performance by managing it as a business priority. Our target is to have zero health and safety incidents in our workplace.

4.4 Freedom of Association and Collective Bargaining

We respect the right of employees to form and join trade unions and engage in collective bargaining. We will not interfere with the employees' efforts to organize or engage in collective bargaining and there will be no retaliatory actions against employees who exercise their rights. Open channels of communication between employees and management are established to facilitate a culture of respect and trust in the workplace.

4.5 No Forced and Child Labour

We prohibit the use of forced labour which includes bonded labour, slavery and human trafficking in all our operations. We are also committed to ensure that our operations and supply chain do not contribute to the exploitation or abuse of children or young people, and that we comply to the minimum age provisions of all applicable labour laws and regulations related to employment. We will take all necessary measures to ensure that all work performed in our operations is voluntary and free from coercion, and that no children are employed in any form of work that is harmful to their health or development.

4.6 Free from Harassment and Abuse

We are committed to promote a safe, respectful and inclusive work environment. We prohibit any form of harassment or abuse in the workplace, including but not limited to sexual harassment, physical abuse, verbal abuse and psychological abuse. We will take all necessary measures to ensure that all employees are protected from harassment and abuse, and that anyone who is found to engage in such behaviour will be held accountable.

5. IMPLEMENTATION

5.1 Roles and Responsibilities

Human Resources Department and/ or Management Level of each Business Unit are responsible for implementing this policy. They report regularly to Sustainability

Management Committee, which in turn reports to the Board of Directors, overseeing the implementation of this Policy.

5.2 Training and awareness-raising programs

Human Resources Department must take lead to communicate this policy to all employees and if necessary, to organise training or awareness-raising programs to ensure that all employees understand the policy, their responsibilities in upholding human rights and their rights to speak up about any concerns that they may have.

5.3 Reporting And Remedy

Pantech has established reporting mechanism to ensure that any grievances or concerns related to human rights violations can be reported, investigated and remediated. Employees and other stakeholders are encouraged to report any concerns to our designated reporting channel as per stated in our Whistle Blowing Policy. All reports will be treated with utmost confidentiality and respect.

Pantech will provide appropriate remedies that are proportionate to the harm suffered and in line with international human rights standards. The remedies offered may vary depending on the specific human rights violation and the context in which it occurred. The main remedy that Pantech focus on will be non-repetition which include changes to policies and practices, enhance trainings or monitoring mechanisms to prevent similar violations in future.

Pantech will regularly monitor and evaluate our grievance mechanism to ensure that it is effective, transparent and accountable. We also welcome any feedback from stakeholders and make improvements as necessary.

6. REVIEW OF THE POLICY

The terms of the Policy shall be assessed, reviewed and updated as and when required for effectiveness and compliances with the Frameworks and/or governing legislation and regulatory requirement.