



IJM CORPORATION BERHAD (104131-A)

HUMAN RIGHTS POLICY

1. INTRODUCTION

IJM Corporation Berhad and its subsidiaries (“the Group”) is committed to protecting the rights of its employees and treating them with dignity and respect; and in compliance with the relevant legal requirements and regulations. The Group also endeavours to operate in an ethical and responsible manner, and to prevent human rights violations in its business operations.

2. OBJECTIVE

This Human Rights Policy (“the Policy”) provides guiding principles to ensure that the Group adhere to basic human and labour rights and values with a view to achieving organisational goals and maintaining sustainable growth through a healthy, harmonious and professional workplace.

3. PRINCIPLES

3.1 **Diversity and Inclusion**

We promote diversity and inclusive culture in the workplace, premised on mutual trust and respect, and that we avoid practices and policies that discriminates against gender, marital status, race, nationality, ethnicity or age.

We do not tolerate any form of harassment, abuse or discrimination based on any personal characteristic.

3.2 **Workplace Security**

We are committed to maintain a workplace that is free from abuse, harassment, intimidation and any other unsafe working conditions.

3.3 **Child Labour**

We shall ensure that our operations do not employ children in any work.

3.4 **Exploitation**

We do not tolerate any form of forced labour, slavery, human trafficking and sexual exploitation.



3.5 Communication and Managing Grievances

We engage in two-way communication with representatives of employees, and when the need arises, we resolve complaints and grievances through an open, transparent and consultative process.

3.6 Safety and Health

We shall strive to provide a safe and healthy work place for all our employees. We are dedicated to maintaining a productive work place by minimising the risk of accidents, injury and exposure to health risks. The Group has adopted a Health, Safety and Environment (“HSE”) Policy that governs the HSE practices with the main objectives of preventing accidents, occupational illnesses and environmental pollution.

3.7 Community Rights

We respect the rights of people in locations that we operate. We seek to identify any adverse impacts arising from our activities and take appropriate steps to mitigate and address them.

4. REPORTING OF VIOLATIONS OF THE POLICY

Any employee who knows of, or suspects, a violation of the Policy, is encouraged to whistle blow or report the concerns through the Whistle Blowing Policy of the Group.

5. APPLICABILITY

The Policy is applicable to all employees of the Group.

6. REVIEW OF THE POLICY

The Board will monitor compliance with the Policy and review the Policy regularly.