

AJIYA BERHAD

Registration No. 199601005281 (377627-W)
(Incorporated in Malaysia)

LABOUR AND HUMAN RIGHTS COMMITMENT STATEMENT

INTRODUCTION

Ajiya Berhad (“Ajiya”) and its subsidiaries (collectively referred to as “the Group”) fully support labour and human rights as a cornerstone philosophy of its business practices and operations. Safeguarding these rights is both a moral duty and a strategic necessity, enabling us to foster fairness, dignity, and equality across our workplace and value chain. By embedding respect for human rights into our culture, we strengthen employee well-being, enhance brand reputation, and mitigate operational risks, ensuring sustainable long-term growth.

The Board of Directors (“Board”) maintains ultimate oversight on labour standards and human rights issues and provides guidance to ensure the Commitment Statement (“Statement”) aligns with the Group’s values, commitments, and long-term business objectives. The Board shall review this Commitment Statement periodically to ensure alignment with evolving regulations, industry practices, and stakeholder expectations.

SCOPE

This Statement applies to Ajiya and its subsidiaries within Malaysia, covering the Metal and Glass divisions.

This Statement applies to all employees, including full-time, part-time, temporary, probationary, casual, contract, as well as interns. It also covers all employment levels of the Group, including the Board of Directors and Management.

Where applicable, the Statement shall also extend to the surrounding communities where we operate and members of our supply chain, both domestic and international, involved in the Group’s value chain. These shall include, but are not limited to, suppliers, business partners, vendors, contractors, consultants, associates, distributors, agents, licensees, manufacturers, sub-contractors, or any other third party that the Group has engaged in providing a product or service for Ajiya or its subsidiaries (collectively referred to as “suppliers”).

COMMITMENT STATEMENT

The rights of workers, employees and other stakeholders are to be respected and accorded including all protections as provided by the national laws of Malaysia and other countries in which Ajiya and its subsidiaries operate in. In addition, Ajiya and its subsidiaries align where relevant to the following:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Universal Declaration of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at World
- International Bill of Human Rights
- Commitment to the Children's Rights and Business Principles

The Group commits to incorporate the Ten Principles of the UN Global Compact, covering areas of human rights, labour, environment, and anti-corruption into organisational strategies, policies, and procedures, where applicable: -

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights
- Principle 2: Make sure that they are not complicit in human rights abuses
- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- Principle 4: The elimination of all forms of forced and compulsory labour
- Principle 5: The effective abolition of child labour
- Principle 6: The elimination of discrimination in respect of employment and occupation
- Principle 7: Businesses should support a precautionary approach to environmental challenges
- Principle 8: Undertake initiatives to promote greater environmental responsibility
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies
- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

The Group commits to safeguarding human and labour rights across all business activities and value chains based on the recommendations of local laws and international frameworks.

In essence, this commitment is developed towards ensuring that workers, employees and all stakeholders are treated in a fair and equal manner, their rights are safeguarded, and their safety and security is not affected by the business operations, actions and strategies, plans of Ajiya or its subsidiaries. This approach ensures that value creation can be pursued and achieved without jeopardising or negatively affecting the best interest of stakeholders.

This Statement also covers the rights of employees and talent management as well as Occupational Health and Safety related matters for both internal and external stakeholders. It serves as the basis for the promulgation of a conducive organisational culture and for the development of talent management policies.

The Group commits to:

- Prohibiting the use of child labour, forced labour, modern slavery, and human trafficking within its operations and supply chains.
- Preventing excessive working hours for employees across all operations.
- Advocating gender equality and an equal opportunity workplace, upholding the principle of equal pay for equal work.
- Respecting diversity and inclusion, ensuring non-discrimination regardless of race, religion, gender, nationality, age, sexual orientation, or disability.
- Supporting employees' rights to freedom of association and collective bargaining, supported by accessible grievance mechanisms and clear communication of employee rights.
- Prohibiting retaliation, harassment, and all forms of physical, verbal, or mental disciplinary practices, while fostering a safe and respectful workplace.
- Providing safe, clean, and healthy workplaces, towards maintaining a zero major injury and fatality track record across all operational sites.
- Provision of at least minimum wages as stipulated by law.
- Upholding continued adherence to labour laws, including the Malaysian Employment Law 1955.
- Investing in employee training and professional development, which is presently measured in number of average training hours per employee, targeting minimum of 8 hours of training annually for 65% of employees at the executive level and above

IMPLEMENTED ACTIONS AND FUTURE PLANS

- Beyond the existing whistleblowing mechanism, to establish additional grievance mechanisms as confidential channels for any stakeholder to convey issues of misconduct, violations, eroded rights, and unfair or discriminatory practices.
- Commit to implementing remediation measures in addressing instances of human and labour rights violations.
- Continued provision of training to employees and the supply chain on labour and human rights and occupational health and safety.
- Respectfully engage with local communities practicing sensitivity with regard to local customs, heritage, cultural identity, religious beliefs and common practices and held values.
- Disclose the Group's human rights progress and performance in annual Sustainability Statements.

COMMUNICATION OF COMMITMENT STATEMENT

This Commitment Statement will be communicated to all employees across the Group and other external stakeholders which can be accessed on the Group's corporate website to ensure transparency and accountability.

Where necessary, translations of the Statement will be provided to accommodate the language needs of the Group and its subsidiaries.

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