



HUMAN RIGHTS POLICY



1. Human Rights Policy

Tomypak Holdings Berhad's ("**Group**") Human Rights policy is approved by the Board of Directors. This policy has been communicated internally to all personnel in the Group and is publicly available on the company website. The Group expects that business partners and other parties directly linked to our operations are guided by a human rights policy aligned with ours.

2. Our Principles on Human Rights

- a. We respect human rights.
- b. We do not tolerate racial, religious or gender discrimination.
- c. We comply with employment laws and believe in fair wage, benefits and work hours for our workforce.
- d. We are responsible for providing a safe and healthy workplace environment for employees.
- e. We respect freedom of association and collective bargaining as part of our commitment to support the fair and equitable treatment of our employees.
- f. We do not tolerate violence, harassment, humiliation and intimidation at the workplace.
- g. We prohibit employing children, use of forced labour and are against abuse and exploitation of migrant workers, all of which are morally unacceptable and unlawful.
- h. We recognise and respect the legal and customary rights of local communities and indigenous people.
- i. We respect the confidentiality of our employees' personal information and treat all personal data with care and in compliance with personal data protection legislation.

3. Commitment towards Safeguarding Human Rights

- a. Taking adequate measures for the prevention, mitigation and, where appropriate, remediation of adverse human rights impacts.
- b. Avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts if/when they occur;
- c. Seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products or services by our business relationships, even if we have not contributed to those impacts.
- d. Having in place a human rights due diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights;
- e. Having in place processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.
- f. Complying with all laws pertaining to employment and human rights.

All our stakeholders are encouraged to report human rights violations involving the Group by emailing to whistleblower@tomypak.com.my or contacting any Board member. The Board will ensure that the person making such a report shall do so without fear of discrimination or harassment by any of our personnel.
