

# HUMAN RIGHTS POLICY



## SEALINK INTERNATIONAL BERHAD

REGISTRATION No. 200701042948 (800981-X)

23<sup>rd</sup> October 2024

## **Purpose**

Sealink has its own commitments to uphold human rights in accordance with international standards, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights as a guide in formulating our policy.

## **Scope**

This policy applies to:

All employees and directors, including suppliers, contractors, and any third parties engaged in the business services.

## **Commitments**

### ***Diversity and Equal Opportunity***

Sealink values diversity and inclusion of employees in the workplace. All employees will have equal access to career development opportunities appropriate to their experience and abilities. The Group shall not tolerate any form of discrimination, harassment or ridicule based on personal characteristic such as gender, age, race, sexual orientation or disability. The Group also supports the freedom of choosing association or any labour unions without fear of reprisal.

### ***Forced Labour, Human Trafficking, & Child Labour***

The Group shall refrain from hiring any employees with demand of threat or penalty. The company is also against in hiring and deploying of child labour in all our business operations. The minimum age for employment shall be guided by the Children and Young Persons (Employment) Act under Sarawak Labour Ordinance 1967.

### ***Working Hours, Wages & Benefits***

The Group operates in full compliance with applicable wage, work hours, overtime and benefits as prescribed under applicable laws, and strives to keep overtime work on a strictly critical or necessary basis. We remunerate our employees equitably based on qualifications, skills, and experience relevant to the work performance expectations. We provide recognition based on performance and contribution to the Company's success.

### **Harassment-Free Working Environment**

We are committed to providing a safe and enabling work environment. We maintain a workplace free from discrimination, violence or threats of violence, all forms of verbal, physical or psychological harassment, bullying, intimidation and abuse.

### **Ensuring Safe Working Conditions**

We endeavour to meet all standards and requirements of the Malaysia Occupational Safety and Health Act (“OSHA”) and all the related regulations, and take every reasonable measure to prevent all occupational accidents and illnesses. We perform regular assessments of risks and hazards in the workplace in accordance with relevant regulations, implementing improvements as necessary.

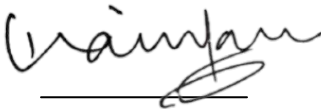
### **Responsibilities**

Management: Ensure compliance and promote awareness.

Human Resources: Establish reporting mechanisms for human rights violations.

Employees: Report any violations or concerns regarding human rights using right procedure and guideline.

Approved by :



Yong Kiam Sam

CEO / MD

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