



AGMO HOLDINGS BERHAD
Registration No. 201701000550 (1214700-W)
(Incorporated in Malaysia)

HUMAN RIGHTS POLICY

1. INTRODUCTION

This Human Rights Policy (this “**Policy**”) is adopted by **AGMO HOLDINGS BERHAD** (“**Agmo**” or “**the Company**”) and its subsidiaries (“the “**Group**” or “**Agmo Group**”), and to providing a fair, respectful, inclusive and safe working environment for all employees.

This Human Rights Policy consolidates the Group's existing principles and practices relating to diversity, equity and inclusion, equal employment opportunity, prevention of workplace harassment, employee wellbeing, working hours and fair workplace treatment.

The Group seeks to conduct its employment practices in accordance with applicable Malaysian laws and with due regard to internationally recognised human rights and labour principles, including the principles reflected in the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization ("ILO").

This Policy should be read together with the Group's existing internal employment policies and procedures.

2. SCOPE

This Policy applies to all matters involving:

- (a) the Group’s Directors, employees (including permanent, temporary, full-time, part-time, probationary, contract employees, trainees and interns) and officers;
- (b) any person interacting with employees in connection with the Group’s business.

3. DIVERSITY, EQUITY AND INCLUSION

Agmo is committed to fostering a workplace that values diversity, promotes equity and supports inclusion.

The Group recognises the value of the different backgrounds, experiences and perspectives that employees bring to the organisation, including those from underprivileged and disadvantaged backgrounds.

Agmo seeks to provide employees with fair access to opportunities, resources and support, and employment decisions are made based on factors including merit, performance, qualifications and business needs.

The Group also promotes freedom of expression by encouraging employees to share their views openly and respectfully, collaborate with others, and contribute in an inclusive workplace where they feel welcomed, valued and supported.

4. EQUAL OPPORTUNITY AND NON-DISCRIMINATION

Agmo is committed to providing equal employment opportunities and equal pay for equal work to employees and job applicants, in accordance with applicable laws and the Group's employment practices.

Discrimination in employment is not tolerated. This includes discrimination based on, but not limited to:

- Race
- Religion
- Gender
- Sexual Orientation
- Age
- Nationality
- Disability
- Pregnancy
- Marital status
- Family responsibilities
- Any other status protected under applicable Malaysian laws

These principles apply throughout the employment relationship, including recruitment and hiring, career advancement, training and professional development, performance management, compensation and benefits, and workplace interactions.

5. CHILD LABOUR

The Group is committed to respecting internationally recognised human rights, with reference to the Universal Declaration of Human Rights and relevant International Labour Organization Conventions.

The Group maintains zero tolerance for child labour and seeks to uphold fair and responsible employment practices across its operations.

6. FREEDOM OF ASSOCIATION

Agmo respects the lawful rights of employees to freedom of association and to participate in employee organisations or representation in accordance with applicable Malaysian laws.

Employees shall not be subjected to discrimination, harassment, intimidation or retaliation for lawfully exercising such rights.

The Group respects the principle of voluntary collective bargaining where applicable and in accordance with applicable laws and regulations.

7. RESPECTFUL WORKPLACE AND PREVENTION OF HARASSMENT

Agmo is committed to maintaining a workplace where individuals are treated fairly, respectfully and with dignity.

The Group does not tolerate workplace harassment, victimisation or retaliation. The Group's existing Workplace Harassment Prevention Policy prohibits harassment and retaliation against employees or third parties who raise complaints or participate in investigations.

Harassment may include verbal, written or physical behaviour which is unwelcome, inappropriate or offensive and which demeans, humiliates or threatens another person or violates that person's dignity.

The Group's existing policy recognises that harassment may involve grounds including race or ethnicity, skin colour, religion, sex or gender, place of origin, ancestry, culture, age, mental or physical disability, sexual orientation, family, marital or social status, economic or financial background, and political affiliation.

Bullying, victimisation, intimidation, offensive behaviour, abuse of authority and other inappropriate workplace conduct are also prohibited in accordance with the Group's Workplace Harassment Prevention Policy.

8. WORKING HOURS, REST AND OVERTIME

Agmo recognises the importance of appropriate working arrangements, adequate rest, and fair remuneration for employee wellbeing, including compliance with applicable minimum wage requirements and employees' rights under relevant employment laws.

The Group's normal working arrangements and flexible working arrangements are governed by its internal employment practices and applicable Malaysian employment laws.

Employees are generally expected to fulfil their prescribed working hours, including applicable rest and meal breaks.

Agmo's existing employment practices provide employees with at least one rest day per week. Where operational or project requirements require continuous work arrangements, managers are responsible for arranging an appropriate duty roster to provide employees with their required rest days.

Overtime work must be based on work requirements and requires prior approval from the relevant Head of Department in accordance with the Group's existing procedures.

The Group will administer working hours, rest periods and overtime in accordance with applicable employment laws and the Group's internal employment practices.

9. SAFE AND HEALTHY WORKING ENVIRONMENT

Agmo recognises the importance of maintaining a safe and healthy working environment for its employees.

The Group manages workplace health, safety and environmental matters through its existing Health, Safety and Environmental ("HSE") framework, including management responsibility, allocation of appropriate resources and monitoring of HSE performance.

10. REPORTING CONCERNS AND GRIEVANCES

Employees who experience or witness discrimination, harassment or unfair treatment are encouraged to raise their concerns.

Concerns relating to discrimination or unfair treatment may be reported to:

- Immediate Supervisor / Head of Department
- People and Culture Department

Complaints will be handled confidentially and investigated fairly in accordance with the Group's procedures and applicable Malaysian labour laws.

For workplace harassment, employees may report incidents to the People and Culture Department or through established grievance channels. Where appropriate, matters may also be escalated in accordance with the existing Workplace Harassment Prevention Policy.

The Group prohibits retaliation against employees for raising a harassment complaint or participating in an investigation. Complaints and investigations are to be treated confidentially.

11. ROLES AND RESPONSIBILITIES

Employees

Employees are expected to:

- Treat colleagues, managers and other stakeholders fairly and respectfully;
- Respect individual differences;
- Maintain appropriate workplace conduct;
- Speak up when they experience or witness inappropriate behaviour; and
- Cooperate with investigations where required.

Heads of Department

Heads of Department are expected to support a respectful working environment, remain alert to potential workplace concerns, and apply relevant Group policies consistently.

People and Culture Department

The People and Culture Department is responsible for supporting the implementation of the Group's relevant employee policies and procedures, including ensuring that applicable workplace harassment procedures are understood and consistently applied.

This Policy may be reviewed and amended by the Company from time to time to maintain its relevance and alignment with the Group's employment practices and applicable laws.