

HUMAN RIGHTS POLICY

Asia Propel Sdn Bhd (AP) respects the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and relevant international standards. We uphold human rights without discrimination and commit to fair, safe and respectful treatment for all employees and stakeholders.

1. SCOPE

Applies to all employees, associates, partners, agents, vendors, suppliers, contractors, consultants, and other third-party service providers. We expect our partners to share these commitments

2. KEY COMMITMENTS

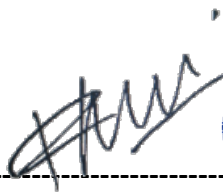
- a) Equal Opportunity & Non-Discrimination by promoting diversity, inclusion and employment equality.
- b) Zero Harassment & Abuse by maintaining a workplace free from abuse or harassment and handle complaints confidentially.
- c) Provide a safe, secure workplace and comply with Occupational Health, Safety and Environment laws.
- d) Prohibit forced or bonded labour and ensure ethical labour practices.
- e) Child Protection by following legal minimum age standards and no employment of young children.

3. IMPLEMENTATION

- a) Agents, Public commitment to human rights.
- b) Ongoing due diligence to prevent, identify, and address impacts.
- c) Access to remedies for those harmed.
- d) Periodic reviews, training and communication to strengthen awareness and compliance.

4. RESPONSIBILITIES & REPORTING

All employees share responsibility for upholding this policy. Oversight lies with the Board of Directors, Sustainability Committee, Group Internal Audit and Group Human Resources. Business unit management ensures compliance. Grievance and whistleblowing channels are available, with confidentiality and protection against retaliation guaranteed.



MOHD FAUZI MUSTAFFA
(MANAGING DIRECTOR)

DATE : 19TH July, 2025