



HUMAN RIGHTS POLICY

1. INTRODUCTION

PESTECH International Berhad and its subsidiaries (“the Group”) is determined to uphold the rights of its employees through mutual respect. The Group will comply with the relevant legal requirements and regulations. The Group will operate in the most ethical and responsible way and ensure zero human rights violations in its operations.

2. OBJECTIVE

Our Human Rights Policy (“the Policy”) is the guiding principle for the Group to direct us on basic human and labour rights when operating our business. This is part of our Sustainability effort to ensure the Group can continue to thrive over the long term.

3. PRINCIPLES

3.1 Diversity and Inclusion

We believe in diversity and having an inclusive workplace. The Group will treat all employees with respect and ensure fair and equal treatment. We do not and will not tolerate discrimination of any kind in the business.

3.2 Abuse

We do not and will not tolerate any form of forced labour, illegal labour, slavery, human trafficking and sexual exploitation in our operations.

3.3 Child Labour

The Group will not hire children for any work. For more information, please refer to our No-Child Labour Policy.

3.4 Safety and Health

Health and safety are of utmost importance for the Group and all our employees. We will ensure to reduce the risk of accidents, injury and exposure to health risks across the Group. For more information, please refer to our Occupational Health and Safety (OHS) Policy.

3.5 Community Rights

In many of our projects, we work in rural environments with local communities. We respect the rights of the local people in these communities. The Group also encourage open dialogue and open channels of communication with the communities to ensure their concerns are addressed.

4. REPORTING OF VIOLATIONS

Any employee who knows of, or suspects, a violation of the Policy, is encouraged to report their concerns through our official whistleblowing channels.

5. APPLICABILITY

The Policy applies to all employees of the Group.

6. REVIEW OF THE POLICY

The Board will monitor compliance with the Policy and review the Policy regularly.

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