



NO ILLEGAL FOREIGN LABOUR POLICY

1. POLICY STATEMENT

PESTECH International Berhad and its subsidiaries ("PESTECH") is committed to ensuring all foreign labour are recruited ethically and professionally in line with the labour laws and regulations of the country and jurisdictions we operate in.

2. LEGAL COMPLIANCE

PESTECH strictly prohibit the employment of illegal foreign labour. We will ensure that all foreign labours possess valid and legally authorized work permits, visas, or other necessary documents as required by the country- governing laws in countries wherein we operate.

In the conduct of its business, PESTECH:

- Will engage in recruitment through authorized channels, including registered employment agencies and government-approved processes. We will not engage in any form of illegal or unauthorized recruitment activities.
- Will diligently verify the legal status and work authorization of all foreign labours during the recruitment and hiring process, in accordance with the guidelines and procedures set by the relevant authorities.
- Will ensure that the recruitment and hiring of foreign labours are managed consistently, professionally, fairly and transparently.

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