



MHC Plantations BHD

(Company No: 4060 -V)

HUMAN RIGHTS POLICY

We at **MHC PLANTATIONS BHD** committed for protect and advance right foundation human rights wherever we operate. Human rights policy foundation our humanity is based on our core values on Safety and Health, Environment and Respect every individual.

- ❖ We run our business with respect rights and dignity every individuals and communities local, comply all need law like Act Employment (Amendment) Act 2023, Children and Young Persons Act 1966, Declaration of Fundamental Rights Human Universal and Organization Labor International (ILO).
- ❖ We make sure every individual served in a way fair and protected from any shape discrimination that will to be violation right foundation them.
- ❖ We make sure equal opportunities are given to all individual. Hiring process, promotion rank and reward based on qualification individual and performance without regardless of religion, race, age, gender, color skin, politics, citizenship or disability physical.
- ❖ We respect right every individual for establish, join and take part deep unity workers who are registered and perform offer in a way collective.
- ❖ We respect right individuals inside communities affected by our activities. We will try for to know definitely negative social and environmental impacts around through relevant assessment and take appropriate steps for avoid, minimize and or reduce impact those.



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- ❖ We respect right mastery land as well as recognize related roles and responsibilities with right mastery.
- ❖ We respect right custom or native community original and local and we are committed for consent without Coercion and Announcement Initial Information (Free, Prior and Informed Consent – FPIC) in all negotiation before start any operation new.
- ❖ We finished. all complaints and grievances through an open, transparent and consultative process.
- ❖ We will try for ensure that employees, contractors, suppliers, partners business and parties interested for comply police this.

Mr. Mah Siu Wen
(Alternate Director to Tan Sri
Dr. Mah King Thian)

01st April 2025