



**JAYA TIASA HOLDINGS BERHAD**

**GOOD SOCIAL PRACTICES POLICY**

Jaya Tiasa Holdings Berhad (JTH) respects, supports and upholds the human rights of all employees as stated in the ILO Declaration on Fundamental Principles and Rights at Work.

JTH shall adhere to the following key principles to which the management shall provide leadership and commitment;

- 1) Freedom of association and the effective recognition of the right to collective bargaining.
- 2) Prohibition of all forms of forced labour.
- 3) Prohibition of child labour.
- 4) Prohibition of discrimination in respect of employment and occupation.

JTH also commits to ensure that all national and international laws in regard to the rights and welfare of employees are complied.

A handwritten signature in black ink, appearing to read "Xieyoung", is written over a dotted line.

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**DATO' WONG SIE YOUNG**  
**CHIEF EXECUTIVE OFFICER**  
15<sup>th</sup> March 2016