



JAYA TIASA HOLDINGS BERHAD

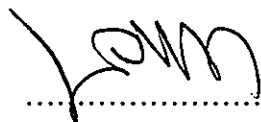
GOOD SOCIAL PRACTICES POLICY

Jaya Tiasa Holdings Berhad (JTH) is committed to national and international human rights principles encompassed in the Federal Constitution, UN Universal Declaration of Human Rights, UN Global Compact, UN Guiding Principles on Business and Human Rights, UN Convention on the Rights of the Child, ILO Declaration on Fundamental Principles and Rights at Work and ILO Decent Work Agenda.

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, slavery and human trafficking.
- 3) Prohibition of child labour and respect the rights of children.
- 4) Compliance with the national laws regarding wage, work hours, overtime and benefits.
- 5) Maintaining a workplace that is free from harassment, violence and intimidation.
- 6) Prohibition of discrimination in respect of employment and occupation.
- 7) Provision of an accessible and transparent grievance mechanism.

JTH will review and revise the policy, as it deems appropriate, from time to time.



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DATO' JIN KEE MOU

CHIEF EXECUTIVE OFFICER

01st July 2025

Revision: 2025



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DASAR AMALAN BAIK SOSIAL

Jaya Tiasa Holdings Berhad (JTH) komited terhadap prinsip hak asasi manusia di peringkat kebangsaan dan antarabangsa yang merangkumi Perlembagaan Persekutuan, Perisytiharan Hak Asasi Manusia Sejagat PBB, Perjanjian Global PBB, Prinsip Panduan PBB Mengenai Perniagaan dan Hak Asasi Manusia, Konvensyen PBB mengenai Hak Kanak-Kanak, Pengisytiharan ILO mengenai Prinsip dan Hak Asasi di Tempat Kerja serta Agenda Kerja Layak ILO.

Pihak pengurusan JTH akan memberi kepimpinan dan komitmen, dan mematuhi prinsip-prinsip utama berikut:

1. Kebebasan untuk berpersatuan dan pengiktirafan yang berkesan terhadap hak untuk berunding secara kolektif.
2. Larangan terhadap semua bentuk buruh paksa, perhambaan dan pemerdagangan manusia.
3. Larangan buruh kanak-kanak dan menghormati hak kanak-kanak.
4. Pematuhan terhadap undang-undang negara berkaitan gaji, waktu kerja, kerja lebih masa dan faedah.
5. Mengekalkan tempat kerja yang bebas daripada gangguan, keganasan dan ugutan.
6. Larangan diskriminasi dalam aspek pekerjaan dan jawatan.
7. Penyediaan mekanisme aduan yang telus dan mudah diakses.

JTH akan menyemak dan meminda polisi ini dari semasa ke semasa mengikut keperluan.

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DATO' JIN KEE MOU

KETUA PEGAWAI EKSEKUTIF

01 Julai 2025

Semakan: 2025