

## **HONG LEONG INDUSTRIES BERHAD**

### **Labour Standards Statement**

Hong Leong Industries Berhad and its subsidiaries ("we", "our" or "HLI") are desirous to foster an inclusive and diverse work environment and support the labour rights of our employees. It is our belief that all employees should be treated with dignity, respect, and fairness.

The following principles reflect our values:

1. Positive work conditions for our employees where discrimination and harassment are not condoned.
2. Prohibition of child labour in our operations, where no employees are under the minimum age for employment set by the relevant laws and regulations in Malaysia.
3. Denouncement of forced labour, i.e. where workers are compelled to work against their will and where they are unable to leave due to threats or penalties by their employer.
4. Fair and competitive remuneration packages for employees based on their qualifications, skill sets, performance, seniority, and experience.

HLI's Statement herein is intended to be a guide to promote and support our employees' labour rights in the conduct of our business and is not intended to have any legal binding effect although we have every intention to use reasonable efforts to abide by the same in good faith. As such, HLI shall not be responsible or liable in any manner, whether at law or in equity, for any loss or damage whatsoever, howsoever arising (whether for breach of contract, tort (including negligence), misrepresentation, warranties, indemnity, statutory or strict liability) arising from or in connection with HLI's Statement, or for any loss or damage (whether direct or indirect, consequential, incidental, special or exemplary damages), howsoever incurred or suffered by any person (whether direct or indirect), arising from or in connection with HLI's Statement.

Approved by,



---

Professor Dato' Dr Jim Khor Mun Wei  
HLI Group Managing Director  
Issued date: 27/2/24