



HUMAN RIGHTS & LABOUR STANDARDS POLICY

1. Introduction

QL Resources Berhad (“QL” or the “Company”) and its subsidiaries (the “Group”) supports and respects the protection of internationally recognised Human Rights as established in the Universal Declaration on Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights of Work.

This Policy embodies QL’s commitment to conducting its business in a manner that respects the rights and dignity of all people, complying with all applicable regulations and laws. The Group strives to work towards ensuring that basic rights inherent to all human beings are upheld across the businesses within the Group, across the value chain and within the communities in which the Group operate.

2. Scope

This Policy is applicable to the Group’s Directors and Employees.

The Group’s Suppliers and other Business Associates are encouraged to be guided by this Policy when performing business on the Group’s behalf.

This Policy shall be applicable to all countries in which the Group has business activities.

3. Definition

The following definitions shall apply to this Policy:

- i. “Employees” include full-time, part-time, probationary, contract and temporary employees.
- ii. “Suppliers” include the Group’s contractors, sub-contractors, agents, suppliers’ representative, agent representative, consultants, distributors, or any parties performing work or services for or on behalf of the Group.
- iii. “Business Associates” include the Group’s joint-venture entities, joint-venture partners and business partners, as well as Suppliers.



4. The Group's Stance on Human Rights and Labour Standards

Non-Discrimination

The Group strives to embrace equal opportunities at the workplace. The Group believes everyone should be treated with respect and dignity regardless of their background. The Company is committed to the elimination of discrimination in respect of employment and occupation.

Workplace Safety and Health

Managing and maintaining a safe and healthy workplace is an integral part of our operations. The Group is committed to provide a safe and healthy workplace by internalisation, engagement and personal ownership of every employee, as well as management and leaders, are expected to demonstrate visible commitment through their behaviour. The Company is committed to complying with applicable safety and health laws and regulations, including internal requirements.

Workplace Security

The Company is committed to upholding a workplace for all employees that is free from any acts of physical coercion, violence or threats of violence, verbal, sexual or psychological harassment, bullying, intimidation, abuse or other harsh or inhumane treatment by either their managers or fellow employees.

Child Labour

The Group does not use or tolerate the hiring of child labour under any circumstances. The Company abides and strictly complies with international child labour conventions and child labour laws and regulations establishing a minimum age for employment in the countries in which it operates.

Forced or Involuntary Labour

All employment with QL Group is voluntary. The Company does not tolerate any form of forced or involuntary labour in any of our operations. These include bonded labour, slave labour, indentured labour or human trafficking.



Wages, Working Hours and Benefits

The Group shall ensure full compliance towards all applicable laws and with respect to wage, work hours, overtime, and benefits law. The Company complies with local minimum wages and compensate employees competitively relative to the market and industry standards. The Company ensures that all employees have the right to sick leave and annual holiday as well as all leave types provided by the legislation in the countries where we operate in.

Freedom of Association and Collective Bargaining

The Group respects our employees' right to join or not join a trade union, or to have recognised employee representation in accordance with the local law without fear of reprisal, harassment, intimidation or termination of employment.

5. Addressing Human Rights and Labour Standards Impact

The Group recognises that we must take steps to identify and address any human rights and labour standards infringements that we may be involved directly or indirectly through our business activities or our business relationships.

The Group understands that human rights and labour standards are an ongoing process so we will continually evaluate and review how best to strengthen our approach to addressing human rights and labour standards. The Company will conduct on-going human rights and labour standards due diligence to assess and mitigate potential human rights and labour standards infringements. The Company is committed to acting on the due diligence findings, monitoring, and tracking of our actions.

6. Compliance

Employees, Suppliers, and Business Associates are expected to adhere to this Policy, Employee and Supplier Code of Conduct specifically with reference to the section on Workplace and Human Rights matters.

The Group expects all employees, suppliers, and business associates to respect human rights and be alert to any evidence of human rights infringements in QL operations or in the operations of our suppliers and business partners.

Compliance with this Policy by the Group, its Employees, Suppliers, and Business Associates is mandatory. Any violation of this Policy will be dealt with seriously by the Group and will lead to, but not limited to, review of contracts, employment, or appointment, disciplinary



actions, dismissal, cessation of business relationship, and reporting to the authorities, consistent with relevant laws and regulations.

7. Reporting and Whistleblowing

Reporting and mitigation of issues and concerns on human rights and labour standards infringement are made available via QL's Whistleblower Policy.

Reporting can be made by:

- QL's employees, including employees on contract terms, temporary or short-term employees and employees on secondment, where applicable;
- people performing services for QL, including contractors and service providers;
- members of the public.

8. Policy Review and Revision

The Policy will be held in custody of the Management of QL. The Management will on an ongoing basis review, assess and proposed amendments to ensure the relevancy, adequateness and effectiveness of this Policy. Any requirement for amendment shall be deliberated and approved at the Management level.

Approved by EXCO : 27 February 2020