



HUMAN RIGHTS POLICY

RWNA Engineering Sdn. Bhd. Human Rights Policy is guided by the United Nation Guiding Principles on Business Human Rights and other relevant legal requirements. This Policy applies to all operations within the direct control of RWNA, including suppliers and subcontractors acting on our behalf.

We are guided and governed by our commitment to:

1. No child or forced labour

We do not employ children below the legal minimum working age (18). We do not engage or employ people against their will, by using force or bonded labour.

2. Fair employment conditions

We operate in compliance with all applicable laws related to employee compensation, including minimum wage, working hours, overtime hours, work during the holidays and legally mandated benefits.

3. Establish grievance mechanisms

We provide means of grievance reporting and appropriate follow-up measures.

4. Non-discrimination

We respect diversity in the workplace. Our employees are provided with equal career opportunities. We do not tolerate any discrimination in any form based on gender, race, ethnicity, religion, nationality, age, marital status, pregnancy, political affiliation, or disability.

5. Workplace security and freedom

We strive to provide a safe and respectful workplace environment free from any form of harassment and inhumane or degrading treatment. We respect the legal rights of employees to become members of a union or otherwise.

6. Human Treatment

We respect the employee's right by ensuring no harsh and inhumane treatment, including any form of mental or physical coercion, or verbal abuse of employees.

7. Foreign or migrant workers

If a foreign or migrant employees are engaged, they are to be employed in full compliance with the labour and immigration laws.

The successful implementation of this policy will enhance our reputation in managing our environment and create long term value to our stakeholders.

Dr. Mohd Razif Abd Razak
Managing Director
RWNA Engineering Sdn. Bhd.

6th February 2025