

HUMAN RIGHTS POLICY STATEMENT

In reference to Heritage Foods group Code of Conduct, Bidor Kwong Heng (subsidiary of Heritage Foods) is committed and respect human rights of employees. In line with the International Labor Organization's declaration on Fundamental Principles and Rights at Work, including its core labor convention to eliminate forced, compulsory or child labor, respect for freedom of association and collective bargaining etc.

We also require our suppliers and business partners to respect and refrain from infringing human rights in conformity with the said policies.

1. Responsible Recruitment

We are recruiting all workers' lawfully and in a fair and transparent manner that respects and protects their rights throughout recruitment, work, and post-termination.

We imposed Zero Recruitment fee in recruiting foreign migrants' workers. Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment.

2. Prohibition of Forced Labor and Child Labor

We forbid the use of any forced labor or child labor and engage in business activities adhering to all compliance requirements.

3. Equal Opportunity

We respect all people as individuals and do not tolerate discrimination or any disadvantageous treatment on the basis of political beliefs, ideologies, religion, gender, gender identity, sexual orientation, physical features, illnesses, age, nationality, race, ethnicity, etc.

To ensure that all people are treated equally in the professional environment, we support the elimination of bias and promote equal opportunity for recruitment, for skills development, for advancement and promotion, and for remuneration.

4. Prohibition of Harassment

We uphold values of mutual respect by maintaining a workplace that is free of all forms of harassment, including verbal, physical, visual, or sexual.

We take continued preventive measures, such as through regular employee education to create such awareness.

5. Personal Data Privacy and Confidentiality Protection

We respect the confidentiality of employees' personal data and acquire and keep only such employee personal information as is required either for the group's effective operation or by the law in those places where the group conducts business.

6. Management of Working Hours and Wages

We exercise appropriate working hours, break time, overtime hours, shift work, rest day and leave in our employment in accordance with the Employment Act 1955 and International Labor Standards. In compliance with legal requirements, we always adhere to minimum wage, statutory benefits and deductions, overtime work, etc.

7. Respect for the Freedom of Association and the Exercise of the Right to Collective Bargaining

We respect the rights of employees to form trade unions based on the employees' own wills and the right to choose whether or not to participate.

8. Maintenance of Employees' Safety and Health

We exercise due care to maintain our employees' physical and mental health and strive to secure safe and healthy workplace environments.

We ensure our people to maintain safe and healthy workplaces by following environmental, health and safety rules and practices, and promptly reporting accidents, injuries and unsafe equipment, practices, or conditions. Our people are expected to perform their company-related work in a safe manner. The use of illegal drugs, violence or threatening behavior in the workplace will not be tolerated.

9. Governance and Mechanism

We established an appropriate mechanism such as Grievance Handling Procedures, Whistler blower policy to serve as human rights reporting platform to prevent human rights violations.

This policy shall be reviewed and updated as and when required to conform to current legislation or revisions to the standard. All stakeholders including Directors, Managers, Supervisors, and key personnel shall support this policy in the interest of welfare to all.