



**MAM MINERALS SDN BHD**

**HUMAN RIGHTS POLICY**



# HUMAN RIGHTS POLICY

## PREFACE :

|                     |                     |
|---------------------|---------------------|
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| Effective Date      | 9th-May 2020        |
| Authorised by       | Board of Directors  |
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| Last Revised Date   | N.A                 |

## HUMAN RIGHTS POLICY

**MAM** is committed to ensuring and protecting the rights of those who work with it or live in communities surrounding its operations. In furtherance of this commitment, the Board of Directors has adopted this 'Human Rights Policy'.

MAM's policy on human rights applies to all its businesses processes and is part of its commitment to ethical and socially responsible behavior across its value chain.

In line with MAM's legacy as a responsible corporate citizen, the Company is committed to respecting the economic, social, cultural, political and civil rights of individuals involved in and impacted by MAM's operations. MAM holds itself to the highest standards of human rights and is committed to supporting and respecting internationally proclaimed human rights principles, in particular the Universal Declaration of Human Rights and the Core Conventions of the International Labour Organisation.

MAM contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programs and grievance addressal mechanism. MAM upholds international human rights standards, does not condone human rights abuses and creates & nurtures a working environment where human rights are respected without prejudice.

## ANTI-DISCRIMINATION

A discrimination free workplace for employees provides the environment in which diverse talents can bloom and be nurtured. This is achieved by ensuring that a non-discrimination policy and practice is embedded across MAM in line with Corporate

Principles and benchmarked business practices. MAM acknowledges that every individual brings a different and unique set of perspectives and capabilities to the team. MAM employs people on the basis of their ability to do the job and MAM prohibits discrimination based on race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability etc.

## FREELY CHOSEN EMPLOYMENT

MAM does not use forced, bonded or involuntary prison labour in the production of Products or Services. MAM ensures that the overall terms of Employment are voluntary.

## NO CHILD LABOUR

MAM complies with applicable minimum age laws and requirements and does not employ child labour.

MAM's hiring practices conform to the International Labour Organization conventions for minimum age and child labour.



## **FAIR WORKING HOURS**

MAM manages operations to ensure that the working hours do not exceed levels that create inhumane working conditions.

MAM does not require its employees to work more than the maximum working hours stipulated by the applicable laws. Flexible working practices recognising the need for employees to balance their working life with other interests and responsibilities are provided.

## **FAIR REMUNERATION**

MAM provides compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime hours and mandated benefits. For each pay period, MAM provides employees with an understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

## **SAFE AND HEALTHY WORKING CONDITIONS**

MAM provides a healthy and safe working environment for employees. The safety and security of employees at the facilities is a key priority. In cases where housing or eating facilities are provided, MAM operates and maintains them in a safe, sanitary and hygienic manner.

## **NO HARSH OR INHUMANE TREATMENT**

MAM prohibits the physical abuse and harassment of employees, as well as the threat of either.