



reNIKOLA HOLDINGS SDN BHD

202101014740 (1415040-M)

(Incorporated in Malaysia)

HUMAN RIGHTS POLICY

INTRODUCTION

reNIKOLA Holdings Sdn Bhd and its subsidiaries (“reNIKOLA” or the “Group”) recognise its responsibility to respect human rights and to contribute to positive human rights impacts in order for the business to flourish in societies and deliver a sustainable return to its shareholders. As such, reNIKOLA is committed to respecting all human rights as relevant to its business operations.

reNIKOLA believes in the principles of equality and non-discrimination, is committed to treating all individuals with respect and dignity, and work to use its influence and business relationships to promote the opportunity for all people throughout its value chain to exercise and enjoy the fundamental human rights.

The Group expects all its business partners, suppliers, contractors, and any third party service providers to adhere to reNIKOLA’s business principles.

In line with the UN Guiding Principles on Business and Human Rights, this policy is guided by the International Bill of Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work. This policy is an extension of reNIKOLA’s commitment to the UN Sustainable Development Goals.

ADDRESSING HUMAN RIGHTS IMPACTS

reNIKOLA recognises its responsibility to take steps to identify and address any actual or potential adverse impacts with which the Group may be involved directly or indirectly through its business activities. The Group shall manage these risks by integrating the responses to its due diligence into its policies and internal systems, acting on the findings, tracking the actions, and communicating with the Group's stakeholders about how the Group addresses impacts.

reNIKOLA understands that human rights due diligence is an ongoing process that requires specific attention at certain stages in its business activities, such as when the Group forms new partnerships or changing its operating conditions. The Group acknowledges the importance of dialogue with its employees and external stakeholders who are or could potentially be affected by the Group's actions.

reNIKOLA pays particular attention to individuals or groups who may be at greater risk of negative human rights impacts due to their vulnerability or unfortunate circumstances and recognize that women and men may face different risks.

DIVERSITY AND INCLUSION

reNIKOLA is committed to equal opportunity and providing a working condition that is free from unlawful harassment or discrimination. reNIKOLA does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

reNIKOLA's commitment in equality, diversity and inclusivity is further outlined in the Group's Diversity and Inclusion Policy.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

reNIKOLA respects employees' right to join or form trade unions of their own without fear of reprisal, intimidation or harassment. Any union membership/activity will not lead to disciplinary measures or punitive actions.

Where employees are represented by a legally recognised union, the Group is committed to establishing a constructive dialogue with their freely chosen representatives. reNIKOLA is committed to bargaining in good faith with such representatives.

SAFE AND HEALTHY WORKPLACE

The safety and health of the employees is of paramount importance. The Group is dedicated to comply with applicable safety and health laws and regulations to protect the health, safety and well-being of its employees.

reNIKOLA's commitment in providing a safe and healthy working condition is further outlined in the Group's Health and Safety Policy.

WORK HOURS, WAGES AND BENEFITS

reNIKOLA shall comply with all applicable laws and regulations on working hours, holiday entitlements, pay practices and the classification of employment according to job level and status.

All members of staff are remunerated in accordance with the national minimum wage of Malaysia.

FORCED LABOUR, HUMAN TRAFFICKING AND CHILD LABOUR

reNIKOLA prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

reNIKOLA does not recruit individuals that are under 18 years of age and prohibits all forms of exploitation of children.

EMPOWERING WOMEN THROUGH RIGHTS, SKILLS AND OPPORTUNITIES

Disparities between women and men in their participation in the economy still remain, as many women face discrimination and disadvantage, and lack access to skills and training.

reNIKOLA seeks to manage and grow socially responsible business where women participate on an equal basis. We believe that women's rights and economic inclusion are priorities to a sustainable long-term business growth.

reNIKOLA respects the rights of women and extends to their promotion as well as helping to develop skills and open up opportunities, in the Group's operations and its value chain.

CONCLUSION

reNIKOLA places importance on creating a workplace in which open and honest communications among all employees are valued and respected. The Group is committed to comply with applicable labour and employment laws and shall ensure all employees are aware of the Human Rights Policy through clear communication between the management team and employees.

The Board of Directors is overall responsible for this Policy and shall ensure an effective implementation of its management team.

This Human Rights Policy is aligned with the Group's Code of Conduct and Diversity and Inclusion Policy.

DISCLOSURE OF CONCERN

Employees can submit their grievances or report a potential violation of human rights to a member of the senior management, the compliance officer, a human resource representative or refer to the Group's Whistle-blowing Policy for reporting methods.

No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. All grievances/reports submitted will remain confidential.

The Group will investigate, address and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

REVISION AND PUBLICATION OF THIS POLICY

The Board of Directors shall continually evaluate and review how best to strengthen the Group's approach to addressing human rights, including labour rights. A copy of this policy is available to all via reNIKOLA's website.

This Policy has been approved and adopted by the Group on 20 July 2022.