



## SOUTHERN ACIDS INDUSTRIES SDN BHD

### LABOUR & HUMAN RIGHTS POLICY

SOUTHERN ACIDS INDUSTRIES SDN BHD believes in the value of engaging and nurturing people at the workplace. We seek to create a supportive and safe work environment to enable our employees to thrive in what they do and to provide professional growth and a satisfying career with the Company.

SAI stance on the Human Rights and Labour standards governed as per the Employment Act 1955 Children and Young Persons (Employment Act 1966) & others relevant Malaysia Labour Act/Laws as follows :

- 1) Non-Discrimination by Embracing Equal Opportunities at The Workplace.
- 2) Prohibition of Hiring Child Labour.
- 3) Prohibition of Any Form of Forced or Involuntary Labour.
- 4) General Prevention & Eradication of Harassment & Violence.
- 5) Compliance Towards Laws Relating to Wages, Working Hours and Benefits.
- 6) Freedom of Association and Collective Bargaining.
- 7) Embrace the principles of Diversity, Equity, and Inclusion in all aspects of our operations.

SAI shall never deviate from any applicable statutory & regulatory and customers requirements.

Tiong Chuu Ling  
Chief Operating Officer  
31 December 2024