

Human Rights Policy (Since 2021)

Lagenda Properties Sdn. Bhd. (“Lagenda” or the “Group”) endeavours to conduct its business in a responsible and ethical manner. The Group is cognisant of its potential impacts on society and is therefore upholding and protecting the fundamental principles of human and workplace rights in areas where we operate.

1. Guidelines

Lagenda is guided by international human rights principles and adheres to all applicable laws, drawing guidance from the following guidelines and regulations:

- The United Nations Universal Declaration of Human Rights
- The International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work
- The United Nations Global Compact Principles on Human Rights
- The United Nations Guiding Principles on Business and Human Rights
- The Industrial Relations Act 1967
- Employment Act 1955

2. Scope

This Policy is applicable to all employees within Lagenda. Where we do not have a controlling interest, we will encourage our external stakeholders, including suppliers and contractors, to observe this Policy.

3. Human Rights Principles

a. Protecting the Rights of Children

In compliance with prevailing laws, the Group does not tolerate the hiring of child labour under any circumstances. The minimum age for full-time employment must be 15 or the legal minimum age for employment under applicable laws, whichever is higher. Where the applicable minimum working age is 14 in accordance with exceptions for developing countries, the lower age will apply. The Group must not hire employees under the age of 18 for positions requiring hazardous work that could jeopardise health, safety and morals.

b. Preventing Forced Labour

The Group prohibits all forms of forced and bonded labour, slavery and human trafficking.

c. Providing Equal Opportunities

The basis for recruitment is based on qualifications, performance, skills and experience. We have zero-tolerance towards any forms of discrimination and our employees are provided with equal career opportunities regardless of race, religion, gender, age, sexual orientation, disabilities and nationality.

d. Respecting Freedom of Association and the Right to Collective Bargaining

We respect our employees' right to join any form of organisation at their own choice while complying to relevant labour laws, rules and regulations, and shall not discriminate against employees' legal representatives.

e. Eliminating Violence and Harassment

We have zero-tolerance for bullying and harassment, including physical, psychological, verbal or sexual abuse. The Group's employees are expected to be culturally sensitive, tolerant and respectful of each other.

4. Main Principles of Conduct

To implement its commitment to protecting the human rights principles stated above, the Group adopts and promotes the following main principles of conduct, which must inform its activities in all areas:

- a. Identify potential impacts that the Group's operations and activities might have on human rights. This can be accomplished by drawing on internal and/or independent human rights expertise, assessing impacts from the perspective of risk to people rather than risk to business, and is to be repeated at regular intervals, particularly before entering into a new activity, prior to significant decisions about changes in activities, and periodically throughout the project-cycle.
- b. Undertake meaningful consultation and engagement with potentially affected rights-holders and other relevant parties to identify salient human rights issues. The UN Guiding Principles on Business and Human Rights defines salient human rights as "the human rights that are at risk of the most severe negative impacts through a company's activities or business relationship".
- c. Provide relevant training on this Policy and human rights issues.
- d. Advance a culture of respect for human rights and actions intended to promote awareness in this field among employees within the Group.
- e. Establish a formal grievance mechanism which guarantees confidentiality and anonymity for individuals and communities impacted by business activities. The Group commits to addressing all grievances and remedying affected parties.

5. Responsibilities

The Group expects all employees to maintain the highest standards in conformity with these principles. Those who are found to be in breach of these human rights principles shall face disciplinary action. Employees are also encouraged to raise any concerns about instances of malpractices, human rights abuses or discrimination through the procedures listed in the Group's Whistleblowing Policy at the earliest possible opportunity.

This Policy has been approved by the Board of Directors on 5 January 2022.