



LAGENDA
PROPERTIES

Policy

HUMAN RIGHTS



1.0 INTRODUCTION

- 1.1 As a property developer, Lagenda Properties Berhad ("Lagenda") and its subsidiaries (the "Group") is committed to conduct its business in a responsible and ethical manner.
- 1.2 The Group understands human rights impact is important for our business operations and delivering long-term value to our stakeholders.
- 1.3 The Group acknowledges our obligations in fundamental principles of human and workplace rights and are committed to aligning our practices with internationally recognised standards and frameworks where relevant.

2.0 OBJECTIVES AND SCOPE OF THE POLICY

- 2.1 The objective of this Human Rights Policy ("Policy") is to establish a framework for integrating human rights considerations into all areas of current and potential business operations, including impact assessment of risks and opportunities.
- 2.2 Through this Policy, the Group responds to the expectations of its stakeholders with regards to human rights.
- 2.3 This Policy applies to all employees within the Group. For external stakeholders, such as suppliers and contractors where the Group does not have a controlling interest, the Group shall require alignment with this Policy.

3.0 COMMITMENTS

The Group's commitments to human rights are outlined as follows:

- 3.1 The Group endeavors to meet standards and practices and are guided by international human rights principles and adheres to all applicable laws, drawing guidance from the following guidelines and regulations:
 - i. The United Nations Universal Declaration of Human Rights
 - ii. The essence of the 17 Sustainable Development Goals
 - iii. The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
 - iv. The United Nations Global Compact Principles on Human Rights
 - v. The United Nations Guiding Principles on Business and Human Rights
 - vi. The Industrial Relations Act 1967
 - vii. Employment Act 1955 and all subsequent amendments



3.2 The Group respects the rights of our employees, stakeholders and communities through our commitments, which include, but are not limited to:

3.2.1 Human Rights Principles

i. 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.

ii. Preventing Forced Labour

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

iii. Providing Equal Opportunities

The Group promotes diversity and inclusion ensuring the basis for recruitment is based on qualifications, performance, skills and experience. The Group has 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.

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

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

v. Eliminating Violence and Harassment

The Group has 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. The Group takes all reasonable measures to prevent such incidents and deal promptly and fairly with any reports of violence and harassment in a confidential and discreet manner.

vi. Enhancing Safety and Health

The Group strives to provide a safe and secure working environment by taking effective measures to prevent potential risks of accidents and injury.

3.2.2 Main Principles of Conduct

To implement our 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:

- i. 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 a new activity, prior to significant decisions about changes in activities, and periodically throughout the project-cycle.
- ii. 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".
- iii. Participating in relevant initiatives and workshops on the framework of labour standards whenever necessary and providing relevant training on this Policy and human rights issues.
- iv. Advance a culture of respect for human rights and actions intended to promote awareness in this field among employees within the Group.
- v. 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.

4.0 MONITORING AND REVIEW

- 4.1 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.
- 4.2 Employees are also encouraged to raise any concerns about instances of malpractice, human rights abuse or discrimination through the procedures listed in the Group's Whistleblowing Policy at the earliest possible opportunity.
- 4.3 The Board of Directors will monitor compliance with the Policy and shall review the Policy periodically or whenever necessary to ensure its continued relevance and effectiveness.
- 4.4 This Policy has been approved by the Board of Directors on 27 August 2025.