Mulia Industri Sdn Bhd

2nd December 2022

Title: Policy on Prevention of Forced Labour

1. Introduction This policy outlines our commitment to preventing forced labour within our organization and throughout our supply chain. Forced labour in any form is a violation of human rights and is strictly prohibited. We are dedicated to ensuring that all individuals involved in our operations are treated with dignity, respect, and fairness.
2. Definition of Forced Labour Forced labor refers to any work or service that is extracted from an individual under threat or coercion, against their will, and where the individual has not voluntarily offered themselves for the work. This includes but is not limited to situations of debt bondage, human trafficking, and involuntary servitude.
3. Commitment We are committed to upholding the following principles:
    - Zero Tolerance: We have a zero-tolerance policy towards forced labour in any form.
    - Compliance: We comply with all relevant laws and regulations concerning forced labour.
    - Transparency: We strive for transparency within our operations and supply chain to prevent and eliminate forced labour.
    - Accountability: We hold ourselves accountable for the prevention of forced labour and continuously monitor our practices to ensure compliance.
    - Collaboration: We collaborate with stakeholders, including suppliers, contractors, and partners, to address and mitigate the risk of forced labour.
4. Implementation
    - Risk Assessment: We conduct regular risk assessments to identify and evaluate the risk of forced labour within our operations and supply chain.
    - Training: We provide training to employees, suppliers, and relevant stakeholders to raise awareness of the signs of forced labour and to ensure compliance with our policy.
    - Reporting Mechanisms: We establish clear reporting mechanisms for employees and stakeholders to report any suspicions or instances of forced labour.
    - Remediation: In the event of a confirmed case of forced labour, we take immediate action to remedy the situation, including terminating relationships with non-compliant suppliers or contractors.

5. Communication
    - We communicate our commitment to preventing forced labour internally and externally through various channels, including our website, employee handbooks, and supplier agreements.
    - We encourage open dialogue and collaboration with stakeholders to address concerns and improve our prevention efforts.
6. Review and Continuous Improvement
    - We regularly review and update our policies, procedures, and practices related to the prevention of forced labour to ensure effectiveness and compliance with evolving standards and regulations.
    - We welcome feedback and suggestions for improvement from employees, stakeholders, and external experts.
7. Conclusion This policy reflects our unwavering commitment to upholding human rights and preventing forced labor in all aspects of our operations and supply chain. We hold ourselves accountable for ensuring compliance with this policy and strive for continuous improvement in our prevention efforts.