Mulia Industri Sdn Bhd

2nd December 2022

Title: Freedom of Movement Policy

1. Objective: The objective of this policy is to affirm and uphold the right to freedom of movement for all employees within the premises of Mulia Industri Sdn Bhd while ensuring the safety, security, and efficiency of operations.
2. Scope: This policy applies to all employees accessing the premises or facilities of Mulia Industri Sdn Bhd.
3. Policy: Mulia Industri Sdn Bhd recognizes the fundamental right to freedom of movement as enshrined in international human rights instruments and applicable laws. Therefore, the following guidelines are established:

3.1. Unrestricted Movement: All employees have the right to move freely within the premises of Mulia Industri Sdn Bhd during their designated working hours, except where restrictions are necessary for safety, security, or operational reasons.

3.2. Access Control: While promoting freedom of movement, Mulia Industri Sdn Bhd reserves the right to implement access control measures, such as keycard systems, security checkpoints, or restricted areas, to safeguard the premises and its occupants.

3.3. Safety and Security: Employees are expected to comply with safety and security protocols while exercising their freedom of movement. This includes adherence to designated pathways, emergency evacuation procedures, and reporting any suspicious activities or hazards to appropriate authorities.

3.4. Respect for Privacy: Mulia Industri Sdn Bhd respects the privacy of individuals and shall not impose unnecessary surveillance or monitoring of employees' movements within the premises, except where required for security or operational purposes and in compliance with applicable laws and regulations.

3.5. Non-Discrimination: Freedom of movement shall be granted to all employees without discrimination based on race, ethnicity, nationality, gender, religion, disability, age, sexual orientation, or any other characteristic protected by law.

4. Responsibilities: It is the responsibility of all employees to: a. Respect the rights and freedoms of their colleagues regarding movement within the premises. b. Cooperate with security personnel and comply with access control measures when required. c. Report any violations of this policy or concerns regarding freedom of movement to the appropriate authorities.
5. Enforcement: Violation of this policy may result in disciplinary action, up to and including termination of employment or contract, depending on the severity of the violation and in accordance with the organization's disciplinary procedures.
6. Review and Revision: This policy shall be subject to periodic review to ensure its effectiveness and compliance with relevant laws and regulations. Any necessary revisions

shall be made in consultation with relevant stakeholders and approved by the appropriate authorities within the organization.

7. Implementation: This policy shall be communicated to all employees upon adoption and made readily accessible through appropriate channels, such as the organization's intranet, employee handbooks, and other official communication platforms.
8. Contact: For any questions, clarifications, or concerns regarding this policy, individuals may contact the Human Resources Department or designated personnel responsible for policy administration.

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Name : Chow Li Mey
Position : Director
Mulia Industi Sdn Bhd