YTY Industry Holdings Sdn. Bhd. (898009-U)
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17 February 2020

HARINDER KAUR
(AVP Social Compliance)

Dear Madam Harinder,

RE: APPOINTMENT AS SOCIAL COMPLIANCE REPRESENTATIVE

With this appointment, you will, through close liaison with the Management, be authorized and responsible to carry out the following duties:-

1. Play a lead role in the internal coordination of YTY's social compliance efforts by creating a multi-month roadmap
2. Represent YTY in key external stakeholder discussions around social compliance issues, including Ministerial discussions, Embassy engagement and trade body taskforce reviews
3. Create awareness on YTY's social compliance achievements and future plans via social media platforms
4. Drive alignment and awareness with employees on the importance of social compliance, and the need to act
5. Audit internal processes and systems to ensure that social compliance procedures are being adhered to
6. Manage future social compliance external audits with audit agencies, including addressing observations noted
7. Create governance structures around YTY's Code of Conduct to ensure compliance
8. Lead training sessions around social compliance and corporate governance issues
9. Create channels for safe, anonymous employee reporting in the event of perceived misconduct
10. Engage with FW's to address social compliance matters of relevance, and provide appropriate messaging to them

Yours truly,
YTY INDUSTRY HOLDINGS SDN BHD

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Ravi Ragunathan
VP Human Resources
Date: 17/2/2020

Acknowledged by:

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Harinder Kaur
Date: 17/2/2020