

Human Rights Policy

1.0 OVERVIEW

1.1 As part of our ongoing ESG commitments and pillars towards People, Planet and Partnerships, we, at Tropicana Corporation Berhad (“The Group”), continue to uphold our belief in human rights, diversity, equality and inclusivity at our workplace. We believe that every individual deserves to be treated with fairness, respect and dignity in the workplace, where their success is determined by their knowledge, skills and abilities, as per Universal Declaration of Human Rights (“UDHR”) principles. Our commitments are aligned with the United Nation Guiding Principles on Business and Human Rights, and with the principles concerning fundamental rights set out in the International Labor Organization’s Declaration on the Fundamental Principles and Rights at Work. We are also guided by the local laws and regulatory requirements, which include the Malaysian Employment Act 1955, and also based on existing Tropicana policies, procedures and guidelines. This also aligns with our effort in supporting the related United Nations Sustainable Development Goals, namely Goal 5 – Gender Equality; Goal 8 – Decent Works & Economic Growth; Goal 10 – Reduced Inequality and Goal 16 – Peace, Justice & Strong Institutions.

2.0 OBJECTIVE & SCOPE

- 2.1 This policy provides a guiding principle to ensure that the Group adheres to basic human rights, labour rights and business principles to achieve organisational goals and maintaining sustainable growth through a healthy, harmonious and professional workplace.
- 2.2 This policy applies to the Tropicana Group as a whole, and its subsidiaries in which Tropicana has direct managerial control as well as all its employees. This policy also covers our business associates and partners such as contractors, consultants, suppliers, vendors, service providers and all other third-party companies including individuals working with them.

3.0 APPLICATION

3.1 This policy is intended to be read and implemented alongside the Group’s Code of Conduct, Sexual Harassment at Workplace Policy and Whistleblower Policy. This policy will be periodically reviewed and to continue its relevance and appropriateness.

4.0 OVERSIGHT OF POLICY

4.1 The Tropicana Corporation Berhad's Board of Directors ("The Board") – supported by our Risk Management & Sustainability Steering Committee and Human Rights Steering Committee – oversees the policy and the Human Rights Steering Committee is responsible for the administration, management and implementation of this policy.

5.0 COMMITMENTS

5.1 Diverse, Equitable & Inclusive Opportunity

We promote diversity, equitable and inclusive culture in the workplace, premised on mutual trust and respect. We avoid practices and policies that discriminate against gender, marital status, race, nationality, ethnicity, political opinion, disability, sexuality or age.

5.2 Equal Opportunity & Non-Discrimination

We believe in equal employment opportunity and will continue to afford equal employment opportunity to all qualified persons regardless, of race, religion, age, gender or disability. We are committed to providing a workplace where all forms of harassment, abuse, violence, bullying, intimidation, discrimination, racism, and actual or unconscious bias will not be tolerated, including other unsafe or disruptive conditions due to internal or external threats.

5.3 Safety & Health

We strive to provide a safe, secure and conducive workplace environment. We are dedicated in maintaining a productive workplace by minimising the risk of accidents, injury and exposure to health risks.

5.4 Freedom of Association

We respect the freedom of association and collective bargaining as part of our commitment to support the fair and equitable treatment of our employees. The Group will not refuse any genuine opportunity to collectively bargain with employees under restricted law.

5.5 Forced Labour or Modern Slavery

We strictly prohibit the use of forced or compulsory labour on our premises and in our operation including services provided under our supply chain. No employees and individuals are compelled to work against their will under the threat of punishment or other forms of coercion. This prohibition applies to the indicators as per 11 International Labour Organisation (“ILO”) indicators of Forced Labour listed below but not limited to the following:

- abuse of vulnerability
- deception
- restriction of movement
- isolation
- physical and sexual violence
- intimidation and threats
- retention of identity documents
- withholding of wages
- debt bondage
- abusive working and living conditions
- excessive overtime

5.6 Protecting the Rights of Children

We will adhere to the minimum age of employment, guided by the Children and Young Persons (Employment) Act 1966, where we prohibit employment of a child and young workers who are below the age of 18 (eighteen). We are committed to ensuring that no children are employed directly by Tropicana in all of our business operations.

5.7 Community & Business Principles

We believe in maintaining a strong relationship with communities where we operate through proactive engagement and reasonable efforts to minimise the negative impact on the community both on business and social fronts.

6.0 REPORTING & MONITORING

6.1 As we seek to mitigate the adverse human rights impact in our operational area, any employee who feels they have experienced discrimination or harassment has the right to report the incident to their supervisor following the grievance procedure, or alternatively, they can report any suspect of violations of this policy through designated whistleblowing channels. It is important to note such reports will be handled without any discrimination or retaliation towards the reporting employee.

6.2 The company will investigate, address, and respond to concerns of employees and will take appropriate corrective action in response to any violation.

Grievances can be reported via:

Electronic mail to whistleblower@tropicanaCorp.com.my

7.0 REVIEW AND APPROVAL

7.1 This policy will be reviewed and updated as needed and will be presented to the Board of Directors. The Board will recommend any changes in a manner it deems appropriate. The policy will be assessed, reviewed, and updated when necessary.