



CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Likom is committed and aware of our responsibilities to ourselves and our stakeholders, acknowledging how we may impact upon the communities and the environment in which we operate. We conduct our business with efficiency, integrity and honesty with a true passion for our company, our employees and community. Our system complies with the RBA (Responsible Business Alliance) Code of Conduct and our company is aware of its Corporate Social Responsibility (CSR) and commits itself to the following:

Freely Chosen Employment

The Company shall ensure that all work is voluntary; no forced, bonded, involuntary prison, trafficked or slave labor. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities. No worker should pay recruitment fees or costs for employment.

Prohibition of Force Labour & Child Labor Avoidance

The Company will adopt a perspective of protecting fundamental human rights and engages in recruitment activities comply with the laws and regulations. The Company also prohibits forced labour, and restriction on the employment of child labor.

Age For Employment

Minimum working age for employment must be 18 years old and it shall not have an upper age limitation in hiring practice.

Humane Treatment

The Company is committed to uphold the human rights of workers, and to treat them with dignity and respect. There is to be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment.

Freedom of Association

The Company respects the rights of workers to associate freely, form and join trade unions of their own choosing, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities, seek representation and join workers' councils as well as right of collective bargaining in accordance with local laws shall be respected. Workers shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment.

Non-Discrimination and Non-Harassment

The Company shall ensure that hiring, compensation, training, promotion, termination and retirement practices do not discriminate or harassment on the basis of race, color, caste, ethnicity or national origin, religion, age, pregnancy, disability, gender, marital status, sexual orientation, union membership or political affiliation or marital status in hiring and employment practices such as wages, promotions, rewards and access to training. The Company must be open to different



religious practices of employees, including prayer during working hours, so long as the employee's beliefs are bona fide.

Working Hours

Working hours are not to exceed the maximum set by local law. Employees should not be required to work more than 60 hours per week, including overtime, except in emergency or unusual situations. Overtime work is voluntary and employees are compensated for overtime work in accordance with local laws. Employees shall be allowed at least one day off every seven days.

Wages And Benefits

The Company shall ensure that the compensation paid to workers shall comply with all wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

Standard of Business Conduct and Ethics

We are committed in ensuring to uphold the highest standard of ethics according to ethical, professional and legal standards.

Business Integrity

The highest standards of integrity are to be held by the Company in all business interactions. The Company shall have a zero tolerance to prohibit any and all bribery, corruption, extortion and embezzlement. Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given or accepted. The company shall compliance with anti-corruption laws.

Intellectual Property, Fair Business, Advertising and Competition

Intellectual property rights are to be respected and standards of fair business, advertising and competition are to be upheld by the Company.

Community

We aim to be a good corporate citizen wherever we operate, recognizing our responsibility to work in partnership with local communities.

Occupational Safety

We establish to health and safety hazards control, worker protection procedures, provide on-going safety training and encouraged to raise safety concerns among employees.

Emergency Preparedness

We set up emergency action plans and response procedures to focus on minimizing harm to life, the environment and property.

Occupational Injury and Illness

We aim to prevent, manage, track and report occupational injury and illness cases, provide necessary medical treatment and facilitate return of employees to work



Industrial Hygiene

Employees exposure to chemical, biological and physical agents is to be identified, evaluated and controlled with appropriate personal protective equipment programs to control the over exposure.

Physically Demanding Work

We aim to control and protect workers from hazards and injuries due to physically demanding work

Machine Safeguarding

Evaluate production and machinery for safety hazards and provide protection methods, enclosure and equipment fencing to employees.

Food, Sanitation and Housing

We will furnish clean and safe supplies as well as facilities to maintain general well-being of employees

Health and Safety Communication

Provide information/training on health and safety in a language understandable by employees. All health and safety related information clearly displayed and communicated.

Environmental Permits and Reporting

All required environmental permits, approvals and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed.

Pollution Prevention and Resource Reduction

Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

Hazardous Substances

Chemicals and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

Solid Waste

Characterize, monitor, control and treat the solid waste before release to the environment

Air Emissions

Monitor, control and treat the air emissions from operations prior to discharge

Material Restrictions

Adhere to all applicable laws, regulations and customer requirements regarding substances restriction



Water Management

Managing and control storm water discharge and material exposed to precipitation.

Energy Consumption and Greenhouse Gas Emission

Energy consumption and greenhouse gas emissions are to be tracked, documented and look for cost effective methods to improve energy and greenhouse gas efficiency.

Responsibility

Implementation of our CSR program and compliance with RBA standards is the joint responsibility of Likom community.

A handwritten signature in black ink, appearing to read "Vincent Ng See Hin".

VINCENT NG SEE HIN

General Manager

04 January 2022

Likom Caseworks Sdn Bhd (200800-M)

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