

Human Rights Policy



BETAMEK

BETAMEK BERHAD (Reg. No 202101041577 (1441877-P))

Human Rights Policy

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HUMAN RIGHTS POLICY

1. INTRODUCTION

Betamek Berhad ("Betamek" or "the Company") and its subsidiaries ("the Group") are committed to respecting internationally recognized human rights and conducting business in a manner that upholds the dignity, safety, equality and fundamental rights of people affected by our operations and business relationships.

This Policy formalises and expands the Group's existing commitment under its Code of Ethics & Standard of Conduct to support and respect human rights, provide equal employment opportunities, maintain a safe and harmonious workplace and prevent discrimination.

Betamek's approach is guided by applicable Malaysian laws and regulations and, where relevant, recognized international principles including the United Nations Guiding Principles on Business and Human Rights ("UNGPs"), the International Bill of Human Rights and the International Labour Organization ("ILO") Declaration on Fundamental Principles and Rights at Work.

Where national law and internationally recognized human rights principles differ, Betamek will comply with applicable law while seeking, to the extent reasonably practicable, to respect internationally recognized human rights principles.

2. PURPOSE

The purpose of this Policy is to:

- 2.1. Establish Betamek's commitment to respect human rights across the Group's operations and business relationships;
- 2.2. Identify the key human rights and labour principles expected in the workplace and supply chain;
- 2.3. Provide a framework to identify, prevent, mitigate and, where appropriate, remediate adverse human rights impacts;
- 2.4. Provide accessible channels for raising concerns without fear of retaliation; and
- 2.5. Support transparent sustainability governance and disclosure.

3. RELATED BETAMEK POLICIES AND PROCEDURES

This Policy should be read together with, where applicable:

- Code of Ethics & Standard of Conduct;
- Gender & Diversity Policy;
- Anti-Bribery and Corruption Policy;
- Whistleblowing Policy and Procedures;
- Employee Handbook and Human Resources policies and procedures;
- Group Health & Safety Policy and applicable occupational safety and health procedures;
- Supplier Code of Conduct; and
- other relevant Group policies, procedures and contractual requirements.



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4. SCOPE OF THE POLICY

This Policy applies to Betamek Berhad and its subsidiaries and covers all directors, employees, temporary and contract workers, interns and other persons working under the Group's direction or control.

Betamek also expects suppliers, contractors, service providers, agents and other relevant business partners to respect human rights and labour standards consistent with the principles of this Policy. Human rights expectations may be incorporated into supplier qualification, contractual requirements, the Supplier Code of Conduct, assessments, audits and engagement activities, where appropriate.

The Policy applies to human rights impacts that Betamek may cause or contribute to through its own activities, as well as impacts that may be directly linked to its operations, products or services through business relationships.

5. RESPONSIBILITY FOR THE POLICY

Betamek's Board of Directors has overall oversight of this Policy and the Group's commitment to respect human rights. The Managing Director and Chief Operating Officer are responsible for supporting implementation of this Policy across the Group. The Head of Human Resources and relevant Heads of Department are responsible for embedding the requirements of this Policy into employment practices, workplace management and applicable procedures.

The Sustainability function supports the integration of human rights considerations into sustainability governance, risk assessment, stakeholder engagement, supply chain initiatives and relevant disclosures. Procurement and relevant business functions are responsible for communicating applicable human rights expectations to suppliers and business partners and supporting appropriate risk-based assessment and corrective action.

Managers and supervisors are responsible for promoting respectful behaviour, identifying concerns and escalating potential breaches. All employees are responsible for treating others with dignity and respect and for reporting suspected violations.

6. RESPONSIBILITY FOR THE POLICY

6.1 Non- Discrimination, Equal Opportunity and Respect

- Provide equal opportunity and fair treatment in recruitment, remuneration, training, promotion, development, discipline and other employment practices.
- Prohibit discrimination, harassment, bullying, intimidation, violence, sexual harassment and other degrading or abusive conduct.
- Respect diversity and individual dignity without discrimination on grounds unrelated to legitimate job requirements, consistent with the Group's Gender & Diversity Policy and applicable law.

6.2 Forced Labour, Modern Slavery and Human Trafficking

- Prohibit forced, indentured, prison or involuntary labour, slavery, servitude and human trafficking.
- Employment must be freely chosen. Workers must not be required to hand over their passports or other identity documents as a condition of employment. Where temporary handling of such documents is necessary for legitimate administrative purposes, it must be voluntary, limited to the time strictly necessary, and workers must retain the right to access and retrieve their documents without unreasonable delay.



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- Betamek will not tolerate recruitment practices that create coercion, debt bondage or restriction of workers' freedom of movement.

6.3 Child Labour and Young Worker

- Prohibit child labour and comply with applicable minimum-age requirements.
- Young workers who are legally permitted to work must not perform work that is hazardous or likely to harm their health, safety, morals or development.
- Where a child-labour concern is identified, Betamek will seek an appropriate response that prioritises the welfare and protection of the affected child.

6.4 Freedom of Association and Collective Bargaining

- Respect employees' lawful rights to freedom of association, to join or not join lawful organisations or trade unions, and to participate in collective bargaining, in accordance with applicable laws and regulations.
- Workers and their representatives shall be able to raise workplace concerns without intimidation, discrimination, harassment or retaliation.

6.5 Fair Employment, Wages and Working Hours

- Comply with applicable laws relating to wages, benefits, working hours, overtime, rest days, leave and other conditions of employment.
- Provide employees with clear information on their terms and conditions of employment.
- Overtime shall be managed in accordance with applicable legal requirements and internal procedures.

6.6 Education, Training and Development

- Support employees' access to appropriate education, training and development opportunities to enhance their knowledge, skills, performance and employability.
- Promote continuous learning and professional development throughout employees' career paths, taking into account business needs, job requirements and individual development needs.
- Provide training opportunities in a fair and non-discriminatory manner, consistent with applicable Group policies and practices.

6.7 Safe and Healthy Working Environment

- Provide and maintain, so far as reasonably practicable, a safe and healthy working environment and take measures to prevent work-related injuries and ill health.
- Maintain appropriate occupational safety and health management, emergency preparedness, training, incident reporting and continuous improvement practices.
- Employees are expected to comply with safety requirements and to report unsafe conditions or practices.

6.8 Privacy and Personal Data

- Respect the privacy of employees and other stakeholders and protect personal data in accordance with applicable laws and Group requirements.
- Personal information shall be collected, used, stored and disclosed only for legitimate purposes and with appropriate safeguards.



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6.9 Community and Stakeholder Rights

- Seek to conduct operations in a manner that respects the rights, safety and wellbeing of communities and other stakeholders potentially affected by the Group's activities.
- Where material human rights concerns are identified, Betamek will consider appropriate stakeholder engagement and mitigation measures.

7. HUMAN RIGHTS DUE DILIGENCE AND RISK MANAGEMENT

Betamek will progressively apply a risk-based approach to identify and manage actual and potential adverse human rights impacts within its operations and relevant business relationships. Depending on the nature and severity of the risk, this may include:

- considering human rights and labour issues within sustainability, enterprise, operational or supplier risk assessments;
- reviewing employment practices, workplace conditions and grievance trends;
- assessing higher-risk suppliers or business partners through questionnaires, declarations, document reviews, audits or engagement;
- prioritizing risks based on factors such as severity, scale, scope and likelihood;
- implementing preventive, mitigating or corrective actions and monitoring their effectiveness; and
- escalating significant human rights risks or incidents to appropriate management and, where warranted, the Board.

8. SUPPLIERS AND BUSINESS PARTNERS

Betamek expects suppliers and relevant business partners to conduct their activities in a manner consistent with applicable laws and the human rights and labour principles set out in this Policy and the Supplier Code of Conduct.

Where appropriate, Betamek may communicate requirements through supplier onboarding, acknowledgement forms, contracts, training, assessments or audits. Where non-compliance is identified, Betamek may require corrective action within a reasonable timeframe and monitor progress.

Serious, repeated or unremediated violations may result in escalation, suspension or termination of the business relationship, subject to contractual rights, applicable law, the severity of the impact and consideration of potential consequences for affected persons.

9. REPORTING CONCERNS, GRIEVANCE AND REMEDIATION

Employees, suppliers and other external stakeholders are encouraged to report suspected human rights violations, unethical labour practices or breaches of this Policy through the designated reporting channels, including the email addresses and contact details specified in the Group's Whistleblowing Policy and Supplier Code of Conduct, as applicable. Reports will be handled as confidentially as reasonably practicable and assessed or investigated in a fair and timely manner. Betamek prohibits retaliation against any person who raises a concern in good faith or participates in an investigation.

To ensure accessibility, employees may also raise workplace grievances directly with Human Resources through available reporting channels. Grievances may be submitted in Bahasa Malaysia or English, and reasonable assistance will be provided where language support is required.

Where Betamek identifies that it has caused or contributed to an adverse human rights impact, it will seek to provide for or cooperate in appropriate remediation. Corrective or remedial actions may include stopping



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the harmful practice, correcting employment conditions, strengthening controls, training, disciplinary action, supplier corrective action or other measures appropriate to the circumstances. Nothing in this Policy prevents any person from accessing lawful external grievance, regulatory or judicial mechanisms.

10. TRAINING, COMMUNICATION AND AWARENESS

This Policy will be communicated to relevant employees and made available through appropriate internal or external channels. Human rights awareness or training may be provided to employees whose roles have greater responsibility for managing human rights risks, including Human Resources, Procurement, Sustainability, management and relevant operational functions.

Betamek may also engage suppliers and business partners through briefings, training or other capacity-building activities where this supports effective implementation.

11. MONITORING AND DISCLOSURE

Betamek will monitor implementation of this Policy through appropriate indicators, reviews and governance processes. Subject to materiality, availability of reliable information and applicable reporting requirements, the Group may disclose relevant information on human rights and labour practices in its Sustainability Statement or other corporate disclosures.

Potential indicators may include human rights or labour-related complaints, substantiated incidents, corrective actions, employee training, supplier acknowledgements, supplier assessments and other measures considered relevant to the Group's human rights risks

12. BREACHES OF THIS POLICY

Breaches of this Policy by employees may result in disciplinary action in accordance with applicable laws and the Group's policies and procedures. Breaches by suppliers, contractors or other business partners may result in corrective action requirements, subject to applicable contractual and legal requirements.

Betamek will not tolerate retaliation, victimization or intimidation against any person who, in good faith, reports a suspected breach or participates in an investigation.

13. REVIEW

This Policy shall be reviewed periodically by Key Senior Management, or earlier where necessary, to reflect changes in applicable laws, regulatory expectations, international standards, stakeholder expectations and the Group's operations. Any proposed amendments shall be subject to review and endorsement by C-Level Management and approval by the Board of Directors.

Any material amendments to this Policy shall be communicated through appropriate channels. This Human Rights Policy is effective from the date of approval by the Board of Directors.

Muhammad Fauzi bin Abd Ghani
Executive Director of Betamek Berhad
Date: 19/10/2026