



**CEPATWAWASAN GROUP BHD**  
(Incorporated in Malaysia)  
Company Number : 536499-K

## **SOCIAL POLICY**

As a responsible organisation, we are committed to ensuring that all workers are treated fairly, equally and with respect according to national regulations and ratified international conventions. We recognize the vital contributions of our workers to our business growth and success.

We will respect and support the Universal Declaration of Human Rights.

We shall provide safe and healthy working environment and take the appropriate precautionary measures to protect our workers from related hazards and anticipated dangers in the workplace.

We shall respect the rights of our employees and workers to join or form legal trade unions of their own choosing and to bargain collectively.

We shall not use any forced or trafficked labour in our operating units.

We shall not use any child labour. Children's rights are respected.

We shall not discriminate in terms of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited. Reproductive rights are protected.

These fundamental rights at work apply to all workers and employees of the company without any exceptions.



**DATO' SERI MAH KING SENG**  
Managing Director

Date: 26<sup>th</sup> July 2018