

HUMAN RIGHTS POLICY

The tenets of the Universal Declaration of Human Rights serve as the foundation for Aeruma Group. Our Human Rights Policy is a continuation of the Company's dedication to ethical workplace procedures and considers residents in the places where we operate. The Policy is applicable to all activities under the direct control of Aeruma Group, including Employees and All Parties that working on our behalf. We will strive to implement the Policy in our supply chain in a proportionate and suitable manner.

We are guided and governed by our commitment to:

1. Non-Discrimination

A zero-tolerance policy against discrimination in any form by Aeruma Group and Employees receive equal career chances regardless of their race, religion, or gender.

2. Fair Employment Conditions

We adhere to all applicable wage, workhour, overtime, and benefits rules in all we do. Based on performance and contributions of Employees to the Company's success, we award their recognition.

3. Health and Safety

We provide Employees a secure, healthy, and positive work environment. We abide by all relevant health and safety laws, rules, and specification. We are committed to preserving a productive work environment and make every effort to prevent occupational diseases and injuries. We also seek to achieve a fatality rate of zero.

4. Workplace Security

We strive to create a workplace free from sexual violence, harassment, humiliation, and other forms of physical or verbal intimidation.

5. Privacy or Data Protection

We respect and treat all personal data with integrity and protect the privacy of Employees' personal information.

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CERTIFIED TO ISO 9001:2015
CERT. NO.: QMS 03055

6. No Child or Forced Labour and Human Trafficking

Prohibited in hiring kids and children as it violates the Law. All types of forced labour, bonded labour, slavery, and human trafficking are prohibited by the Group.

7. Community Rights

We acknowledge and uphold the legal and traditional rights of local communities and indigenous people as well as the necessity of defending the fundamental Human Rights of oppressed groups, such as refugees and individuals with varying abilities.

We have established Grievance Procedures and Whistle-Blower Channels that all our Stakeholders are encouraged to use to report any potential ethical, human rights, legal, or regulatory violations, including improper or unethical business practises. We have mechanisms in place to ensure that anyone reporting such violations will be able to do so without fear of discrimination or harassment.

