



LH PLUS SDN. BHD.

LH PLUS LABOUR & HUMAN RIGHTS POLICY

At LH Plus we are committed to respect the Labour and Human Rights of all our employees through the following principles which are clearly spelled out in our Code of Business Conducts and Ethics.

- **Freely Chosen Employment.**

Our employees work in LHP at their own free will and free to leave the Company upon reasonable notice under the terms of their labour contract. Our employment contracts are voluntary agreements and are free from forced, bonded or involuntary imprisonment jobs.

- **Child Labour Avoidance.**

We comply with all appropriate local and international regulations on the restriction on the employment of child labour.

- **Working Hours**

We comply with the Malaysia's Employment Act 1955 (and its amendments that comes in force from time-to-time). Overtime is voluntary and employees are compensated for overtime work in accordance with local laws and LHP's Labour & Human Rights Policy.

- **Wages and Benefits**

We ensure that the compensation and benefits for our employees comply or exceed the minimum legal requirements of the country where our employees are employed.

- **Human Treatment**

We do not tolerate any harsh and/or inhumane treatment including any physical, sexual, psychological or verbal harassment or abuse against any employees, suppliers, or vendors.

- **Non-discrimination**

LHP does not discriminate against any employees on the age, gender, religion, race and/or marital status during hiring, or in their promotion, training opportunities, compensation and benefits.

January 2, 2024



(Callum Chen)
Chief Executive Officer