



HSB RECLAIMED RUBBER SDN BHD

Child Labor Policy

Introduction

HSB Reclaimed Rubber Sdn Bhd 'No Child Labor Policy' is based on the Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labor practices. It has been formulated in consideration with the acts. It therefore endorses the need for appropriate initiatives to progressively eliminate these abuses.

Policy

HSB Reclaimed Rubber Sdn Bhd does not employ any person below the age of **fifteen (15) years old** at the workplace. HSB Reclaimed Rubber Sdn Bhd prohibits the use of child labor and forced or compulsory labor at all its units. No employee is made to work against his/her will or work as bonded/forced labor, or subject to corporal punishment or coercion of any type related to work.

Our employment policy ensures that:

- Selection is made solely on the basis of merit, without taking into account any factors such as caste, creed, gender, religion, race, color, province or national origin, disability, sexual orientation, political opinion, or other similar factors, according to our employment policy.
- There are adequate safeguards in place for young workers, and child labor is prohibited.
- In compliance with the country's current applicable laws, working hours and other service conditions are created to improve the health, environment, and social circumstances of employees.
- It is encouraged to develop human resources through additional education and training.
- Employees are free to quit whenever they want followed by employment contract.

A handwritten signature in black ink, appearing to read 'Teh Huan Seng'.

Teh Huan Seng, Director