

HUME CEMENT INDUSTRIES BERHAD (HCIB)

LABOUR STANDARDS STATEMENT

Hume Cement Industries Berhad and its subsidiaries ("we", "our" or "HCIB") are desirous to foster an inclusive and diverse work environment and support the labour rights of our employees. It is our belief that all employees should be treated with dignity, respect, and fairness.

The following principles reflect our values:-

1. Positive work conditions for our employees where discrimination and harassment are not condoned.
2. Prohibition of child labour in our operations, where no employees are under the minimum age for employment set by the relevant laws and regulations in Malaysia.
3. Denouncement of forced labour, i.e. where workers are compelled to work against their will and where they are unable to leave due to threats or penalty by their employer.
4. Fair and competitive remuneration packages for employees based on their qualifications, skill sets, performance, seniority and experience.

HCIB's Statement herein is intended to be a guide to promote and support our employees' labour rights in the conduct of our business and is not intended to have any legal binding effect although we have every intention to use reasonable efforts to abide by the same in good faith. As such, HCIB shall not be responsible or liable in any manner, whether at law or in equity, for any loss or damage whatsoever, howsoever arising (whether for breach of contract, tort (including negligence), misrepresentation, warranties, indemnity, statutory or strict liability) arising from or in connection with HCIB's Statement, or for any loss or damage (whether direct or indirect, consequential, incidental, special or exemplary damages), howsoever incurred or suffered by any person (whether direct or indirect), arising from or in connection with HCIB's Statement.

Approved by

YBhg Datuk Kwek Leng San
Chairman
Date: 27 February 2024