

# A STEADFAST COMMITMENT TO FAIR LABOUR PRACTICES

OSK Holdings Berhad (“OSK”) is committed to upholding human rights and labour standards throughout our business operations and value chain. In line with this commitment, we released a Sustainable Labour Practices Policy (“The Policy”) in August 2024, outlining our policies and expectations for fair labour practices, ethical behaviour, and the protection of labour rights within the Group, in compliance with both international and national regulations.

The policy, available on our corporate website, has been communicated to employees across our operations in both Malaysia and Australia.

## Principles of OSK’s Sustainable Labour Practices Policy

- Promoting Diversity and Equal Opportunity
- Safeguarding Safety and Health
- Fostering Workplace Security
- Protecting the Rights of Children
- Protecting the Wellbeing of Community
- Eliminating All Forms of Exploitation
- Respecting Freedom of Association
- Nurturing Conducive Work Environment
- Respecting the Rights of Indigenous People

## FAIR LABOUR PRACTICES

OSK recognises that fair labour practices are a fundamental right, and that every worker deserves to be treated with dignity and respect. Upholding our commitment to creating a safe and comfortable living environment, we provide purpose-built accommodation facilities, such as centralised labour quarters (“CLQs”) or rented quarters, in compliance with the Workers’ Minimum Standards of Housing, Accommodation, and Amenities (Maximum Rental or Charges for Accommodation) Regulations 2020.

As at 31 December 2023, four of our quarters have been certified by the Department of Labour Peninsular Malaysia (Jabatan Tenaga Kerja Semenanjung Malaysia, “JTKSM”), and we are in the midst of applying for certification for more foreign workers’ accommodations.

### OSK’s JTKSM-approved Quarters in Peninsular Malaysia



At our cables manufacturing factory in Melaka, the Cables Division provides JTKSM-certified quarters with 24-hour warden supervision and keeps the number of occupants per room below or as per the required limit to ensure a comfortable living environment for the workers. The quarters are equipped with a grocery store, vending machines, water dispensers and communal areas where workers can engage in activities like football, badminton, and other recreational activities at their convenience. Additionally, each unit is furnished with beds, mattresses, fans, a dining table, and a fully equipped kitchen.

## EMPLOYEE ENGAGEMENT



Buka puasa for foreign workers at our cables manufacturing factory.

We are committed to upholding high labour standards by ensuring that all workers are of legal working age and are recruited through certified agencies with valid licenses issued by JTKSM. We strictly adhere to legal requirements concerning working hours, overtime, rest days, and medical coverage, ensuring full compliance with all relevant labour laws and regulations.

Understanding the need for foreign workers to acquire essential skills and knowledge, we offer comprehensive training programmes. These include on-the-job training to boost proficiency in specific tasks and responsibilities, as well as safety training to ensure a secure and hazard-free working environment.

Our Plantation Division, meanwhile, covers its foreign workers' passport renewal fees and provides newly hired foreign workers with groceries, such as rice and cooking oil, to help them settle into their new environment. Our Construction and Cables Divisions cover the cost of medical check-ups required for renewing foreign worker permits. This support ensures that our foreign employees can comply with necessary health requirements and maintain their work permits without incurring additional personal expenses.

In addition to meeting labour regulations and providing necessary physical amenities, OSK is dedicated to appreciating the hard work of our foreign workers by organising festive celebrations, such as Hari Raya and Deepavali, to bring joy and a sense of community to those far from home. Our Cables Division includes foreign workers in its quarterly staff birthday celebrations.

## PROTECT CHILDREN NOW AND THE FUTURE

We acknowledge that child labour remains a global issue and believe that every child deserves a healthy, happy childhood, free from premature employment. We are committed to our zero-tolerance policy on child labour across all operations, in line with the Children and Young Persons Act. Through our Sustainable Labour Practices Policy and Sustainable Procurement Policy, we ensure that both our operations and those of our suppliers and subcontractors adhere to rigorous child labour standards.

Aligned with our Whistleblowing Policy, we are committed to embedding a confidential reporting system that empowers employees and community members to report suspected cases of child labour or any exploitation of labor standards without fear of retaliation. We will investigate and address these concerns fairly, taking appropriate actions in response to any violations.