



DAYANG ENTERPRISE SDN. BHD.
(61505-V)

Human Rights Policy

Dayang Enterprise Sdn Bhd is committed to respect human rights in all areas of its operations and our human rights commitment is applicable to all employees and third parties performing work for or on behalf of DESB.

This policy shall cover:

1. Diversity and Inclusion
2. Freedom of Labor & Association
3. Forced labor, Human Trafficking and Child labor
4. Work Hours, Wages and Benefits
5. Safe, Healthy & Working Conditions in the Workplace, including Foreign Employee Welfare
6. Address Human Rights Impacts
7. Remedies

Refer to our "Human Rights Policy & guideline" in our company website or in Employee Handbook for more details.

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Tengku Dato' Yusof Bin Tengku Shahrudin
Managing Director



Date: 02nd May 2023

Human Rights Guideline

Introduction

Dayang Enterprise Sdn Bhd is dedicated to the values and standards of business and ethical behavior that comply with all applicable laws and regulations and includes company policies, practices and procedures. This policy applies to the entities that we own and the facilities that we manage. We expect our business partners, including suppliers, to adopt and adhere to similar values and practices.

We are committed to avoid adverse human rights impacts and complexities resulting from or caused by our business activities. Dayang Enterprise Sdn Bhd will continue to find ways to promote and enhance human rights within its scope of influence.

Definition

Human Rights

According to the United Nations (UN), Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Objectives

The objective of Dayang Enterprise Sdn Bhd's policies is to provide an overview of expectations for employees and business partners. The Human Rights policy exists to:

- a) Inform employees, business partners and clients of Dayang Enterprise Sdn Bhd's commitment to human rights.
- b) Establish Dayang Enterprise Sdn Bhd's commitment to show its respect for human rights through on-going human rights due diligence.
- c) Maintain Dayang Enterprise Sdn Bhd's high ethical standards in accordance with the organization's core values.
- d) Contribute to the realization of human rights globally.

Diversity and Inclusion

We value and enhance the diversity and inclusion of the people with whom we work, regardless of they be local or foreign employees. We are devoted to equal opportunity and do not tolerate discrimination or harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company are justified through qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Responsibilities to be taken by Business, both Employees & Leaders to encourage diversity and inclusion in the workplace:

Employees:

- a) Understand what inclusion and diversity means
- b) Get to know one another
- c) Be fair and respectful

- d) Invite and value each person's unique contribution
- e) Make the most of differences, similarities and shared goals.

Leaders:

- a) Understand what inclusion and diversity means
- b) Know each of your team members
- c) Value and harness individual strengths and difference
- d) Proactively seek out different perspectives when making decisions
- e) Challenge bias and inappropriate behavior
- f) Role model inclusion
- g) Maximize team diversity to support Innovation
- h) Create an environment that helps people give and be their best.

Freedom of Labor & Association

The Company is committed in providing freedom of labour for all our employees by not engaging people under any circumstances, against their own free will.

The Company respect freedom of association and collective bargaining as part of our commitment to support the fair and equitable treatment of our Employees. The Company will not refuse any genuine opportunity to collectively bargain with Employees who want to do so.

Forced Labor, Human Trafficking and Child Labor

We do not use any form of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. Dayang Enterprise Sdn Bhd also prohibits all forms of exploitation of children. Child labor, as defined work by children under of age of 18 that is hazardous to the physical or mental health of the child.

Work Hours, Wages and Benefits

Dayang Enterprise Sdn Bhd upholds to its core values in human capital, by complying to all laws and regulations regarding pay practices and the classification of employment according to job level and status. The Company shall comply with applicable laws and industry standards on working hours, wages, benefits and holiday entitlements.

Safe, Healthy & Working Conditions in the Workplace, including Foreign Employee Welfare

We seek to ensure that all employees including foreign employees, work in a safe and healthy environment as well as reasonable conditions and that they are treated with dignity and respect. We work to take effective steps to prevent potential accidents and injuries to employee's health by minimizing, so far as is reasonably practicable, and in cooperation with its employees, , the causes of hazards inherent in the workplace. All employees will receive safety briefing during the course of their employment with the Company. Responsibility for implementing the Health and Safety element of this policy is assigned to Safety, Manpower & Human Resources Department. The use of misleading or fraudulent practices during recruitment of employees is not tolerated and charging recruitment fees to the employee is prohibited, especially to foreign employees. All employees have access to their own personal document such as passport and mobility is unrestricted.

Addressing Human Rights Impacts

We recognize that we must take steps to identify and address any actual or potential adverse impacts with which we may be involved directly or indirectly through our own activities or our business relationships. We manage these risks by integrating the responses to our due diligence into our policies and internal systems, acting on the findings, tracking our actions, and communicating with our employees about how we address impacts.

We understand that human rights due diligence is an ongoing process that requires specific attention at certain stages in our business activities, such as when we form new partnerships or our operating conditions changes, as these changes may create new potential or actual impacts on human rights. We shall place additional due diligence to assess these risks and address them effectively, where appropriate, using our leverage to work either in one-to-one relationships or in broad-based partnerships.

We acknowledge the importance of communicating with our employees and external stakeholders who are or could potentially be affected by our actions. We pay high attention to individuals or groups who may be at greater risk of negative human rights impacts due to their vulnerability or unfortunate circumstances and recognize that women and men may face different risks.

Remedies

We place high importance on creating open and honest communications among all employees and implement effective remedy wherever human rights impacts occur through company-based grievance mechanisms. We continue to build the awareness and knowledge of our employees on human rights, including labor rights, encouraging them to speak up, without retribution, about any concerns they may have, including through our grievance channels. One of the grievance channels, whereby, employees can submit their grievances through Head of Department or Human Resources Department. They can also submit their grievances directly to Senior Management if the matter still not resolved. Employees will not have any form of retaliation action taken against them for doing so. All grievances submitted will remain confidential.

We also ensure employees are aware of the Human Rights Policy through awareness and Employee Handbook. The Company supports employee committees where grievances can be expressed freely among the employees. We also promote the provision of effective whistleblowing policy by our suppliers. For further details on effective whistleblowing policy can be found in our *Company's website Investor Relations>Corporate Governance> Whistleblowing policy*. Any concerns are addressed using a robust internal process, and we update our policies and practices based on our findings.

In Conclusion

Our vision is to be the leading engineering service provider in the oil & gas industry. We champion social responsibility and sustainability, not just as moral imperatives but to build better, stronger relationships within our communities.

This Human Rights Policy Statement consolidates our existing commitments and brings increased clarity on our processes and procedures. Its principles are implemented across our operations and value chain.