

HUMAN RIGHTS POLICY

1. Purpose

This policy outlines G Pharma Global (M) Sdn Bhd's commitment to upholding and respecting human rights in all areas of our operations, in alignment with international principles such as the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions, and the United Nations Guiding Principles on Business and Human Rights

2. Scope

This policy applies to all employees, directors, contractors, suppliers, and other stakeholders engaged with G Pharma Global (M) Sdn Bhd, including those operating across our supply chain.

3. Our Commitment

G Pharma Global (M) Sdn Bhd is committed to:

- **Non-Discrimination**
Providing a work environment free from discrimination based on race, gender, age, religion, nationality, disability, sexual orientation, or political affiliation.
- **Freedom of Association and Collective Bargaining**
Recognizing and respecting the rights of employees to join associations or labor unions and engage in collective bargaining.
- **Prohibition of Child and Forced Labor**
Ensuring no involvement in child labor, forced labor, or any form of human trafficking in our operations or supply chain.
- **Safe and Healthy Working Conditions**
Providing a safe, secure, and healthy work environment that meets or exceeds applicable legal and regulatory requirements.
- **Fair Wages and Working Hours**
Ensuring all employees are paid fair wages that meet or exceed local legal requirements, and that working hours comply with applicable laws.
- **Right to Privacy and Dignity**
Respecting the privacy, dignity, and personal rights of all individuals associated with our business.

4. Responsibilities

- **Top Management**
Ensures the implementation and oversight of this policy.
- **HR & Compliance Team**
Monitors policy adherence, investigates violations, and reports findings.
- **Employees and Partners**
Expected to understand, respect, and uphold the principles of this policy.

5. Implementation

We integrate this Human Rights Policy into our operational procedures, supplier agreements, employee code of conduct, and training programs. Risk assessments and audits are conducted periodically to ensure compliance.

6. Reporting Violations

G Pharma provides a confidential mechanism for employees and stakeholders to report suspected human rights violations without fear of retaliation. Reports can be made to HR or anonymously via [Insert Reporting Channel].

7. Continuous Improvement

We are committed to regularly reviewing and updating this policy to ensure alignment with evolving standards and best practices in human rights protection.

This policy will be reviewed and revised as necessary.