

Reference No	IHHHB/POL/HR/ CPP-MSIA	Revision no	1
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DOCUMENT TITLE	GROUP PEOPLE POLICY E10 : Human Rights, Labour Standards and Diversity & Inclusion
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1.0 **PURPOSE**

The purpose of the Human Rights, Labour Standards and Diversity & Inclusion policy (the “Policy”) is for IHH Healthcare Berhad and its subsidiaries (collectively referred as “IHH Group”) to treat all individuals fairly and create a diverse and inclusive environment. We respect human and labour rights standards through our commitment to the principles of the Universal Declaration of Human Rights and all local laws where we do business. In addition, our policies, procedures and practices align with the United Nations Global Compact principles and International Labour Organisation conventions and best practices in Diversity and Inclusion.

2.0 **SCOPE**

This policy is applicable to all employees of IHH Group based in Malaysia, Singapore, India, Hong Kong, China, Türkiye and other regions that IHH operates its healthcare business.

In this context, employee is defined as any person who is in employment of IHH Group, whether on a full-time, part-time, contract or temporary basis.

3.0 **INTRODUCTION**

3.1 IHH Group’s commitment to human rights, labour standards and diversity and inclusion is grounded in its Code of Conduct and other policies and procedures put in place by the Group. IHH Group strives to conduct its business in a manner that demonstrates respect for internationally recognised human rights and the dignity of all people. It is committed to providing an inclusive workplace that embraces and promotes diversity.

3.2 IHH Group recognises the benefits arising from employee diversity, including a broader pool of high-quality employees, improving employee retention, access to different perspectives and ideas, and the benefits of all available talent. Diversity includes, but is not limited to, age, gender, ethnicity and cultural background. We will address, where practical, the recommendations and commentary in increasing the level of participation of women at senior positions as provided in the Malaysian Code on Corporate Governance 2012 (“MCCG 2012”) and the Principle 5 of the Malaysian Code for Institutional Investors 2014 (II Code).

3.3 This Policy does not form part of an employee's contract of employment with the Company or its subsidiaries, nor does it give rise to contractual obligations. However, to the extent that this Policy requires an employee to do or refrain from doing something, and subject to legal obligations, this Policy forms the direction of IHH Group which an employee is expected to comply.

4.0 **OBJECTIVES**

IHH Group is committed to promoting human rights, ethical labour practices, and diversity and inclusion that align with our core values, ethical conduct and integrity wherever we do business. This Policy aims to achieve the following vision:



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- Fair Treatment**
We strive to provide a safe and mutually respectful workplace environment free from harassment, violence, humiliation, bullying and intimidation. We promote equal opportunities and respect for all employees, regardless of age, gender, race, religion, ethnicity or national origin, disabilities, sexual orientation, or other distinguishable characteristics.
- Inclusive and Diverse**
We are committed to workplace diversity, with a particular focus on supporting the representation of women at the senior level and establishing diversity-related measurable objectives. We recruit from a diverse pool of candidates for all positions, including senior management, and review succession plans to ensure an appropriate focus on diversity. We believe that our employees from many different cultural, linguistic and national background provide us with valuable knowledge for understanding complex international markets.
- Workplace Well-Being**
We value a healthy and safe work environment for all employees. Under the IHH Code of Conduct Occupational Health and Safety, the Company will conduct its business activities and operations in a safe manner and in an environment that prevents injury to employees, customers, manufacturers, suppliers, contractors and business partners.
- Free from Forced Labour**
We will not use or tolerate coerced, bonded, indentured, modern slavery, human trafficking or prison labour. All work will be voluntary, and employees will be free to leave or terminate their employment in accordance with local and national laws without fear of physical, psychological, sexual, or verbal abuse.
- Free of Child Labour**
We do not allow child labour and does not hire anyone under the minimum legal age in the respective jurisdiction we operate in.
- Fair Compensation**
We comply with all applicable local and national minimum wage, overtime, and benefits laws and regulations. IHH Group is committed to continuously develop employee skills and capabilities, and to provide opportunities for career advancement.
- Working Hours**
We adhere to national or local laws on employees' working hours. For any overtime worked within regulatory limits, wages for overtime are paid in legal tender on a regular basis.
- Freedom of Association**
We respect employees' rights to join or not join a labour union or other organisation of their choice, and to engage in collective bargaining in support of their mutual interests without fear of intimidation, harassment or termination of employment. Where employees wish to be represented by labour unions, IHH will cooperate in good faith with the chosen representative bodies within the appropriate national legal frameworks.

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- **Compliance with Laws**

We are committed to complying with all applicable local and national laws and regulations, including those related to employment and immigration, employee records and employee privacy, in the countries we operate.

5.0 RESPONSIBILITIES

5.1 IHH Group remains steadfast to the Human Rights, Labour Standards and Diversity & Inclusion commitments set forth in this policy. The Board, assisted by management, is responsible for developing strategies to meet the objectives of this Policy, and monitoring the progress through the mechanisms listed in section 6.

5.2 This policy will be communicated to all employees and available publicly on the IHH Group official website. We are committed to adhering to all local and national laws and adopting best practices in accordance with the respective jurisdiction's interest and international labour standards to safeguard our employees and/or to prevent any human rights abuse within IHH Group. This policy will be reviewed and updated as and when necessary.

5.3. The Management of all companies within IHH Group is responsible to ensure that its businesses and direction align with this Policy.

6.0 MONITORING AND EVALUATION

6.1 The Board, through the Sustainability Committee, will monitor the scope and applicability of this policy, from time to time.

6.2 The Management is responsible for implementing, monitoring and reporting on the progress of achieving the Objectives.

6.3 IHH Group reserves the right to amend, delete, vary or modify the provisions set out in this Policy as and when it deems necessary.

7.0 REPORTING OF BREACH

7.1 IHH Group has mechanisms for reporting violations and protecting whistleblowers. Whistleblowers are provided protection and all information given is treated confidentially in accordance with IHH Group's Whistleblower Policy.

7.2 IHH Group will investigate all allegations of human rights, labour standards and diversity and inclusion violations and pursue action to remediate any adverse impacts. IHH Group does not tolerate retaliation against anyone who reports violations in good faith.

7.2 IHH Group will assist employee who is a victim of human rights or diversity and inclusion abuses within the company and take immediate action to address the situation and notify the relevant authorities where applicable of such incidence.