

One Glove

Human Rights Policy

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Introduction

One Glove Group Berhad ("One Glove"), we are committed to upholding human rights and ethical treatment of all people. This Human Rights Policy ("Policy") is applicable to our operations, our associates, and our supply chain. This includes all communities that are impacted by our operation, our associates and our supply chain.

This policy formalises our commitment to uphold, respect, and embed human rights and the values of the Universal Declaration of Human Rights ("UDHR"), the Ten Principles of the United Nations Global Compact ("UNGC"), the United Nations Guiding Principles ("UNGP") on Business and Human Rights, and the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises ("OECD Guidelines").

Where the national law and international human rights standards differ, we will follow the highest standard; when they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

Objective

The Group is guided by the principles as expressed in the Universal Declaration of Human Rights. Our Human Rights Policy ("Policy") is an extension of the Group's commitment to good workplace practices and includes people in communities in our areas of operation.

Scope

This policy is applicable to all employees, including full-time, part-time, temporary, probationary, casual and contract employees, as well as interns and directors of the Group. Our commitment to human rights is also extended to the surrounding communities where we operate, and business partners and other suppliers involved in the value chain to fulfil their responsibility with respect to human rights.

Business partners shall include, but are not limited to agents, lobbyists and other intermediaries, joint venture and consortia partners, governments, customers, clients, and local communities

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Suppliers shall include but are not limited to brokers, consultants, contractors, distributors, franchisees or licensees, home workers, independent contractors, manufacturers, primary producers, sub-contractors and wholesalers.

Standards

This policy encompasses the following standards, among others. It is designed to set clear expectations and guidelines, but it is not limited to the standards mentioned below. We are committed to continually updating and expanding our policy to address emerging issues and ensure comprehensive coverage of all aspects related to ethical business conduct, human rights, and compliance throughout our operations and supply chains.

1. No Child and Young Persons Employment

The Group shall refrain from hiring and deploying of child labour in all our business operations. The minimum age for employment shall be guided by the Children and Young Persons (Employment) Act and ILO.

"Child" means a person who has not completed his 15th year of age.

"Young person" means a person who not a child and has not completed his 18th year of age.

"Child Labour" means work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and/or
- interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring.

The Group not only shall refrain its operation from employing child and young person but its extended to our supplier, client, vendor and others relation with our operations.

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2. No Modern Slavery and Human Trafficking

The Group condemns the modern slavery and human trafficking for employment due respect to this policy. Each person shall be treated fairly, justly, and with respect, in recognition of their human rights.

The Group unequivocally condemns any activities related to human trafficking and modern slavery within our operations. Our commitment extends beyond our immediate operations to include all aspects of our supply chain. This includes, but is not limited to, our suppliers, clients, and other business partners.

3. No Compulsory or Forced Labour

The Group is dedicated to eradicate compulsory and forced labour throughout our operations, including all of our suppliers, firms, vendors, and other partners, in respect of human rights.

Forced or compulsory labour according to ILO is all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

Some people encounter significant challenges in accessing fair recruitment and equality due to the remoteness of work or discrimination of gender and ethnic group.

The Group is deeply committed to the protection and promotion of human rights, which drives our dedication to preventing forced labour throughout our operations and supply chains.

4. Anti-Harassment and Anti-Discrimination

The Group shall not tolerate any form of discrimination, harassment or ridicule exist throughout our operations and the supply chains as well. We are committed to providing an environment free of discrimination and harassment, where all individuals are treated with respect and dignity, can contribute fully and have equal opportunities.

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The Group values diversity and inclusion throughout our operations. All employees are given the same opportunities for career development and experience.

We are dedicated to maintaining an environment free from bullying and harassment, which can be a form of workplace discrimination. All employees have a right to work in an environment free from bullying or harassing conduct, including sexual harassment. All employees shall refrain from bullying or harassing anyone, including coworkers, members of the public, vendors, and clients.

5. Conducive, Safe and Healthy Work Environment

The Group shall strive to provide a work environment and work conditions that promote productivity, workplace harmony, work-life balance and employee wellbeing. The Group takes effective steps to prevent potential risks of accidents and injury to employees as outlined in the Occupational Health and Safety policy.

6. Freedom of Association and Fair Collective Bargaining

We are committed and shall recognize and respect the right of employees to freely associate, organize, and bargain collectively in accordance with applicable laws. Employees shall be free to join organizations or choosing their employee to represent them without fear of intimidation, reprisal, or harassment.

7. Wages and Working Hours

The Group ensure its compliance with the national law for payment of wages and decent working hours. The wages shall at least to be the minimum wage including overtime and working hours for all employees. Any statutory deduction and other deductions shall be adhered to which is allowable by the national law. The decent working hours or maximum working hours shall as set forth by the national law. All employees shall not be working more than the maximum working hours stated in the national law.

Minimum wages have been defined as the minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract.

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8. No Precarious Employment

We are committed to ensure there is no precarious employment for all our employees. All employees received secure wages, adequate job security, benefits and safety during employment.

Roles and Responsibilities

All employees of the Group shall be mindful, careful and respectful during any interactions and communication with others including clients, vendors, partners and third party as to respect human rights.

Supervisors, Managers, and Heads of Departments are responsible for exemplifying appropriate standards of behaviour to educate and promote awareness of this policy among employees.

Any reported breaches of this policy or inappropriate behaviour will be addressed and resolved promptly.

Any reported breaches of this policy can be done in accordance with the Whistleblowing Policy.

Supervisors, Managers, and Heads of Departments must also ensure that employees who raise concerns or file complaints are not subjected to victimization.

Governance

We will periodically review and update this Policy and associated procedures. We will engage in a holistic review of our Policy with cross-functional representatives from different departments to keep the policy up-to-date and reflective of our growing operations.

In fulfilling our responsibility to respect human rights, we are committed to implementing a human rights due diligence to identify risks and work to mitigate them. We acknowledge that there are some groups which are more vulnerable than others, and our Policies and associated efforts take care to respect those who are more vulnerable or marginalised.

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Reducing human rights risk is an ongoing effort that involves engaging our internal and external stakeholders who are or may be impacted by our operations or supply chain to drive improvement. These improvements may include regular reviews and updates to our policies and procedures, remediating those who are adversely impacted by our actions either directly or indirectly, and tracking and measuring our progress.

As recommended by the United Nations Guiding Principles on Business and Human Rights, we commit to transparent reporting about our efforts and progress. This is done in multiple ways including our Sustainability Statement.

Monitoring and Reporting

The Board, through the Nomination and Remuneration Committee, will monitor the scope and applicability of this Policy, from time to time. The Management is responsible for implementing, monitoring and reporting on the progress of achieving the objectives set by the Board.

Review of the Policy

The Nomination and Remuneration Committee shall review regularly and assess the effectiveness of the Policy. Any requirement for amendment shall be deliberated by the Nomination and Remuneration Committee and any recommendation for revisions shall be proposed to the Board for approval.

Revision of the Policy

This Policy shall be reviewed by the Board from time to time as necessary to ensure the Policy remains relevant and viable to meet the needs of the Company. Any revision to the Policy shall be recommended to the Board for consideration and approval.

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Version Number	Effective Date
1.0	01 August 2024
2.0	23 May 2025

