PROGRESSIVE IMPACT CORPORATION BERHAD ("PICORP") AND ITS SUBSIDIARIES (COLLECTIVELY "PICORP GROUP") HUMAN RIGHTS POLICY

Reference No.:	PIC/HRP/01/2025	Revision No.:	0
Effective Date:	25.2.2025	Revision Date:	0

HUMAN RIGHTS POLICY

1. Objectives

Progressive Impact Corporation Berhad and its subsidiaries (collectively "PICORP Group") are guided by the principles as expressed in the United Nation's Universal Declaration of Human Rights to the extent that it complies with the Malaysian laws. Our Human Rights Policy ("Policy") is an extension of PICORP Group's commitment to good workplace practices and includes people in communities in our areas of operation.

2. Scope

This Policy is applicable to PICORP Group, its controlled organisations, business associates acting on PICORP Group's behalf, the Board of Directors and all employees within the PICORP Group.

Joint-venture companies in which PICORP is non-controlling or co-venture and associated companies are encouraged to adopt these or similar principles. Clients, external providers including but not limited to vendors, suppliers, contractors and consultants are also expected to comply with this Policy in relation to all work conducted with PICORP Group, or on PICORP Group's behalf.

3. Principles

We are guided and governed by our commitment to:

a. **Non-discrimination**
We have a zero-tolerance policy against discrimination in any form, and our employees are provided with equal career opportunities regardless of race, religion, gender, age, disabilities, or nationality.

b. **Fair Employment Conditions**

PICORP Group operates in full compliance with applicable employment laws. We remunerate our employees equitably based on qualifications, skills, and experience relevant to the work performance expectations, and we provide recognition based on performance and contribution to the company's success.

c. Health and Safety

We provide a safe and healthy workplace environment for our employees, in compliance with applicable health and safety laws, regulations, and requirements. PICORP Group is dedicated to maintaining a productive workplace and strives to implement necessary measures to prevent job-related injuries and illnesses.

d. Workplace Security

We strive to provide a safe and mutually respectful workplace environment that is free from all forms of violence, coercion, harassment, humiliation, and intimidation.

e. Privacy/Data Protection

We respect the confidential personal data of our directors and employees and treat all personal data with integrity in accordance with applicable laws on personal data including all amendments made thereto from time to time.

f. No Child or Forced Labour and Human Trafficking

In compliance with applicable laws including but not limited to the Federal Constitution, Penal Code and the Anti-Trafficking In Persons And Anti-Smuggling Of Migrants Act 2007 including all amendments made thereto from time to time, we prohibit the use of all forms of child labour, forced and bonded labour, slavery, and human trafficking.

g. Community Rights

We recognise and respect the legal and customary rights of local communities and indigenous people, as well as the need to protect the basic human rights of marginalised groups, including refugees and differently abled people.

We have established whistleblowing channels which all our stakeholders are encouraged to use to report potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices. There are mechanisms in place to ensure that a person filing such a report would not be subject to discrimination or harassment.

4. **Policy Review**

   The Policy will be reviewed and updated as and when necessary, for the Board's approval.

   The Policy sets out the general principles and guidance, and shall not constitute a ground for any counterparts, stakeholders, third parties *etc.* to claim against the Group for any liability.

This Human Rights Policy shall be available on the Company's website at **www.picorp.com.my.**

Adopted by the Board on: **25 February 2025**