

ATTANA LABOUR RIGHTS POLICY

1. ABOUT THIS DOCUMENT

1.1. Background

Employee wellbeing is at the heart of Attana Hospitality Group Sdn. Bhd. (Registration No.1264259-A) (“AHG” or “we” or “our”) in fostering a healthy and productive workforce engine in its own operations. We are committed to upholding the labour rights of employees to ensure a sustainable and thriving business environment within our operations.

The AHG Labour Rights Policy (“Policy”) is in line with internationally recognised principles and standards, including but not limited to the International Labour Organisation Standards (ILO), United Nations Global Compact (UNGC), United Nations Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, United Nations’ Principles for Responsible Investing (UNPRI), United Nations Sustainable Development Goals (UNSDG), and Global Reporting Initiative (GRI) Reporting Standards. In addition, it is also in line with local laws and regulations such as the Employment Act 1955 of Malaysia.

1.2. Scope

This Policy is applicable to AHG, the entities that we own, the properties that we manage, and will hold for, but is not limited to, all vendors, contractors, and third-party service providers commissioned to conduct work in our operations.

2. STATEMENT OF PURPOSE

The purpose of this Policy is to affirm our belief that companies should effectively manage issues and policies around labour rights, as it has a profound impact on the strength, productivity and wellbeing of the workforce, as well as long-term value to shareholders.

3. KEY MATERIAL ISSUES

3.1. Definition

AHG has defined six Key Material Issues (“Key Material Issues”) to be the pillar of our Policy. The expectations outlined in Section 4 of this Policy will refer to the Key Material Issues as follows:

No	Key Material Issues	Definition
1	Forced & Child Labour	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
2	Fair Wages & Benefits	Compliance with the Employment Act 1955 of Malaysia and the practice of Flexible Working Arrangement (FWA), where employees are given access to greater scheduling freedom in how they fulfill the obligations, where suitable
3	Diversity & Inclusion	Access to equal rewards, resources, and opportunities for all employees regardless of race, sex, color, national or social origin, ethnicity, religion, age, disability and political opinion
4	Freedom of Association	Respect the right to organise and form groups for the purpose of collective bargaining and social dialogue in a healthy and fair way
5	Safety & Health	Protection of the physical, mental and emotional well-being of all employees through a healthy occupational and environmental setting
6	Upskilling & Education	Access to training, upskilling and continuous development to boost efficiency and create a productive workforce

3.2. AHG Statements on the Key Material Issues

No	Key Material Issues	Statement
1	Forced & Child Labour	“We are against all forms of forced labour and child labour, including modern slavery, bonded labour, and human trafficking. We recognise the importance of aligning with ILO conventions and the Children and Young Persons (Employment) Act 1966 of Malaysia, which states, among others, that the minimum age for employment should not be less than fifteen (15) years old.”
2	Fair Wages & Benefits	“We are committed to ensuring reasonable remuneration in line with the type of work done and comply with the Employment Act 1955 of Malaysia in providing employee benefits such as sufficient rest days, medical & insurance coverage to protect workers’ well-being. We uphold the implementation of Flexible Work Arrangements (FWA) within our organization, where suitable.”
3	Diversity & Inclusion	“We believe in fostering equal access, rewards and resources of our employees, and to eliminate workplace discrimination. We are supportive of fair representation in the workplace in the aspects of, but not limited to, gender, age, religion, disability and nationality.”
4	Freedom of Association	“We recognise and respect workers’ right to freely associate and form groups for collective action. We believe social dialogue is necessary to empower employees to voice out and protect their interests in a healthy and fair way.”
5	Safety & Health	“We prioritize the provision of safe working conditions and healthy working environment by promoting wellness in the workplace. We believe that the physical, mental and emotional well-being of employees is essential to an organisation’s productivity to generate sustainable returns in the long run.”
6	Upskilling & Education	“We acknowledge the significance to provide basic work training, upskilling and continuous development to create a productive workforce. AHG believes that continuous learning is the key to a more productive Malaysian society.”

4. EXPECTATIONS

To implement this Policy, AHG outlines its core expectations that serve as minimum considerations that are applicable within the scope of this Policy pursuant to Section 1.2. In addition, best practices are drawn as additional considerations for AHG, our business partners and counterparties throughout the value chain, in line with international best practices.

4.1. Core Expectations

No	Expectations		Description
Core Expectations			
1	Strategy		<ul style="list-style-type: none">• To implement the Labour Rights Policy within the Group, taking into account emerging standards and best practices.• To highlight the importance of Labour Rights Policy to our Business Associates.
2	Assessment		<ul style="list-style-type: none">• To observe revision of the relevant law and incorporate it accordingly.• To examine grievances, whistleblowing and feedback for improvement.
3	Engagement		<ul style="list-style-type: none">• To include the importance of labour rights in our letter of appointment to our Business Associates for them to adhere.
4	Policy		<ul style="list-style-type: none">• To establish a clear labour rights policy to reflect the commitment to comply with Key Material Issues.
5	Due Diligence		<ul style="list-style-type: none">• To identify, address and monitor exposures and risk related to labour rights throughout value chain, including incorporating these considerations throughout procurement decision making process

4.2. Best Practices

No	Expectations	Description	
Best Practices			
1	Assessment	<ul style="list-style-type: none">Develop a mechanism to assess (internal or third-party expert) the company's policy and control of the Key Material Issues.	
		<ul style="list-style-type: none">Establish relevant tools and infrastructure to enable and assist the implementation of initiatives relating to managing Key Material Issues on labour rights.	
2	Engagement	<ul style="list-style-type: none">Establish an internal process to work with third parties to advocate for sustainable practices, increasing awareness and a better understanding of labour rights.	
3	Due diligence	<ul style="list-style-type: none">Identify, address and monitor exposures and labour rights related risks on Key Material Issues throughout the value chain, including incorporating these considerations throughout the procurement decision-making process.	

5. CONCLUSION

We believe companies that are successful in managing labour rights are in a better position to generate sustainable returns through increased overall productivity and well-being.