

Group Human Rights Commitment

DOCUMENT ID LEHB/COR/HRC	TITLE Group Human Rights Commitment	RELEASE DATE 01/06/2023
REVISION 0	PREPARED BY Human Resource Director Chief Sustainability Officer	DATE PREPARED
EFFECTIVE DATE	REVIEWED & APPROVED BY Sustainability Committee Board of Directors	DATE REVIEWED & APPROVED 26/05/2023 29/05/2023

Leader Energy Group

strives to ensure that neither our activities nor decisions adversely affect human rights.

Our commitment to human rights

1. We maintain our presence across Malaysia, Republic of Singapore, Republic of China (Taiwan), Kingdom of Cambodia, Socialist Republic of Vietnam, Republic of Indonesia, and Kingdom of Thailand and other countries, ensuring that our operations consistently align with the United Nations Guiding Principles on Business and Human Rights.
2. We are committed to respect, creation of value, and efficiency of human rights. The commitment guides the basic behaviour of all of our employees in various countries.
3. We ensure human rights are respected in all our activities, and in our business relationships. We are aware that, owing to the nature of our business activities in the power energy industry and the environments in some of the locations where we operate, there are some areas that likely pose an impact to human rights, including:
 - Our relationship supply chain.
 - Our relationship with public and private security forces.
 - Our relationship with different communities.
4. We foster respect for human rights by following international standards as well as developing our own and adhering to all applicable laws as agents of change. As an ongoing effort, we are prepared to adhere the standards set out in:
 - The UN Guiding Principles on Business and Human Rights.
 - The International Labor Organization Declaration.

5. We are guided and committed to implementing the six fundamental behaviours outlined in the International Labor Organization declaration, which are as follows :
 - Freedom of association
 - Rejection of forced labor and child labor
 - Minimum age
 - Minimum wage and equal pay
 - Equal employment
 - Non-discrimination
6. We stress the importance of ethical conduct, and our approved Personal Data Privacy and Protection, Code of Business Conduct, along with our Anti-bribery and Anti-Corruption Policy, apply to all Leader Energy board members, senior executives, employees, and staff, regardless of their type of professional or work contract. Suppliers and partners are also required to abide by our regulations.
7. We establish processes for communication, questions, complaints, and reparations available to the stakeholders affected by our activities.
8. Our grievance and whistleblowing mechanisms are the preferred means of conflict resolution with our stakeholders and seeking resolution regards to unlawful and immoral activities, without recourse to legal proceedings and based on the essential premise that we respect their rights.