



AWANBIRU TECHNOLOGY BERHAD

[Reg. No. 201001038336 (922260-K)] (Incorporated in Malaysia)

HUMAN RIGHTS STATEMENT

Adopted on 26 May 2021

Human Rights Statement

“Transforming lives through technology and talent”. That is the vision of our founder, ingrained deeply within AwanBiru Technology Berhad’s (“Awantec”) DNA - Steering our efforts in generating positive impacts to individuals, and ultimately driving Malaysia towards a new digital economy and beyond.

In realising the vision, we are guided by internationally recognised human rights standards. We acknowledge the rights contained within the [Universal Declaration of Human Rights](#), the [United Nation Guiding Principles on Business and Human Rights](#), as well as the [ILO Core Conventions on Labour Standards](#), and we are committed to respecting the aforementioned human rights and seek to avoid complicity in its abuse.

This commitment is translated into our efforts to identify, assess and manage (identified) human rights impacts within our business and operations to the extent practicable. These efforts are done via regular engagement with our stakeholders which provides feedback on where and how we can manage our human rights impacts better.

Employees

We are committed to fostering a fair, diverse and inclusive workplace by respecting the human rights of our employees by incorporating human rights and labour standards principles to address the issues of discrimination¹, minimum wage, excessive working hours, freedom of association, personal development as well as child and forced labour.

Supply Chain (Vendors²)

We are committed to ensuring that our supply chain is free of child, forced, trafficked or slave labour by imposing our principles of human rights on all of our vendors via [Awantec Vendor’s Code of Conduct](#). Potential new vendors will be assessed to ensure that they are not involved in the violation of any human rights prior to accepting them as registered vendors. Registered vendors will also be assessed annually to ensure that they continue to adhere to the principles that we subscribe to. This is to ensure that our supply chain is free from human rights infringement as well as child, forced, trafficked and slave labour.

Society and Communities

We are committed to celebrating differences from the perspective of cultures, customs, religions and values of the people in the communities where we operate. We will also, to our best extent, play a positive role and contribute within our sphere of influence to empower and promote the fulfilment of human rights.

Government and Non-Government Organisations

We are committed to participate in public and national affairs in promoting internationally recognised human rights where appropriate, in ways that are non-partisan and responsible. In line with the applicable regulations and laws, we will continue to uphold a high standard of human rights as well as to support applicable national and international efforts towards the fulfilment of these rights.

As a public listed company and a constituent of the FTSE4Good, we are subjected to a periodic assessment by independent parties to review how Awantec integrates the principles of human rights and labour standards from the Environment, Social and Governance (ESG) perspectives.

We report our ESG performance annually within our Annual Report and the Sustainability Statement that comes with it, and the result for the said third party assessment is made [publicly available](#).

Note:

- 1. Discrimination in this context includes race, colour, religion, gender, age, sexual orientation, disabilities, political beliefs, nationalities, pregnancy and maternity.*
- 2. Our supply chain consists of vendors which includes our suppliers, contractors, sub-contractors, manufacturers, wholesalers, distributors, agents, retailers, service providers and consultants.*