

Child and Forced Labour Policy

Scope

This policy is intended for Westports Holdings Berhad ("Westports" or "the Group") and all subsidiary companies within the Westports Group ("the Group"). It applies to all employees, contractors, suppliers, and business partners of Westports, regardless of location. It covers all our operations, facilities and supply chain activities.

Introduction

Westports is transparent in promoting ethical business practices, upholding human rights, and maintaining the highest standards of corporate responsibility. We categorically reject using any forms of child and forced labour within the organisation or supply chain. This policy demonstrates an unwavering commitment to eliminating these harmful practices in line with international standards and laws.

Definition

Westports defines child labour as work that deprives children of their childhood, potential, and dignity and harms their physical and mental development. It includes work that:

- Is mentally, physically, socially, or morally dangerous and harmful to children: Work that poses risks to the child's physical or mental health, safety, or moral values.
- Interferes with schooling: Work that disrupts a child's access to education by:
 - Depriving them of the opportunity to attend school.
 - Obliging them to leave school prematurely.
 - Requiring them to attempt to combine school attendance with excessively long and heavy work.

Forced labour is work, or services exacted from any person under threat of penalty or without their full, free, and informed consent. It includes slavery, human trafficking, debt bondage, and involuntary servitude.

Purpose

At Westports, we are unwavering in our commitment to uphold children's rights, eradicate child labour and forced labour, and respect human rights in all our operations and programs. We recognise the importance of adhering to local laws, international standards, and the UN Guiding Principles on Business and Human Rights. Our commitment to these principles is evident in our actions and policies:

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- Compliance with Local Laws: We strictly adhere to local laws and regulations regarding child labour and forced labour. Our operations and programmes are fully compliant with these legal requirements.
- Prevention of Forced Labor: Westports has a zero-tolerance policy for forced labour in any form. We ensure that all workers within our organisation and supply chain engage in employment voluntarily, without coercion or intimidation.
- Respect for Human Rights: Our company is committed to respecting human rights, following the UN Guiding Principles on Business and Human Rights, and adhering to internationally accepted standards. This commitment is a fundamental part of our corporate culture and is embedded in our policies and practices.

Our commitment to children's rights and human rights underscores our dedication to creating a responsible and ethical business environment. We continuously strive to improve our practices, address potential human rights issues, and contribute to a fair and just global society.

Westports only on-board an individual who has attained 18 years of age and above on their commencement date with the organisation.

Supplier Code of Conduct

All suppliers and business partners of Westports must adhere to the following principles regarding child and forced labour:

- No Use of Child or Forced Labour: Suppliers shall not employ any person under the legal working age or any form of forced labour, including slavery, human trafficking, debt bondage, or involuntary servitude.
- Age Verification: Suppliers must verify the age of their workers and maintain appropriate age records as evidence of compliance with this policy.
- Consensual Employment: Workers must engage in employment voluntarily, free from coercion, intimidation, or undue influence.
- Safe and Appropriate Work Environment: Suppliers shall provide a safe and healthy working environment that respects the dignity and rights of all workers.
- Reporting Mechanisms: Suppliers must establish mechanisms for workers to report violations of this child and forced labour policy without fear of retaliation.

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Compliance and Enforcement

Westports is committed to actively monitoring and enforcing this Child and Forced Labor Policy within its operations and supply chain. Failure to comply with this policy may lead to the termination of business relationships with non-compliant suppliers or contractors.

We recognise the responsibility to protect the rights of children and individuals and contribute to eradicating child and forced labour globally. This policy reinforces our dedication to upholding the highest ethical standards and respecting human rights throughout programmes and business operations.

We have implemented a robust due diligence process to proactively identify and assess potential impacts and risks related to human rights violations. This process covers not only child labour and forced labour but all human rights issues within our sphere of influence.

Review and Revision

This Child and Forced Labor Policy will undergo periodic reviews to ensure its effectiveness, relevance, and alignment with international standards and local laws. Westports will make necessary revisions to reflect evolving best practices and regulations.

The Board of Directors approved this policy on 2 February 2024.