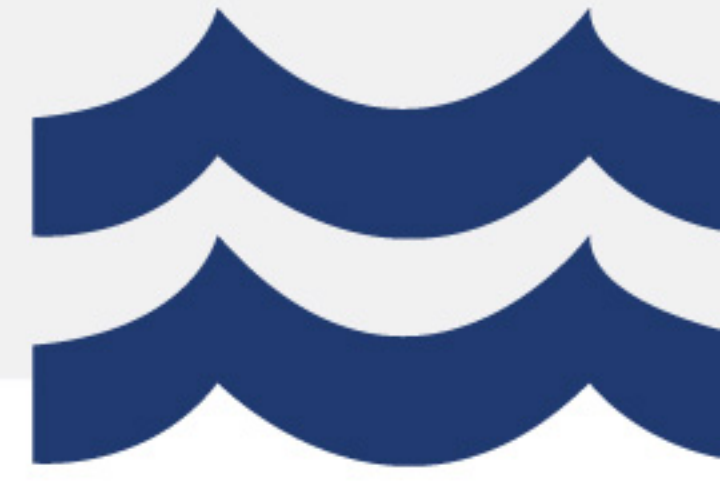




# **Petikemas Modern Slavery & Human Trafficking Statement**

Version 1.1

# Petikemas Modern Slavery & Human Trafficking Statement



## Introduction

This statement is made by Syarikat Logistik Petikemas Sdn. Bhd. (together referred to as “Petikemas Group” or “Group” or “Petikemas”)

This statement constitutes Petikemas Group Modern Slavery & Human Trafficking Statement and is approved by the Directors & Shareholders.

## Our Position

On 21 March 2022, the Government of Malaysia deposited the instrument of ratification of the Protocol of 2014 to the Forced Labour Convention, 1930 with the Director-General of the ILO, thereby becoming the 58th country in the world, and the second ASEAN member State to ratify that Protocol. With this ratification, Malaysia has renewed its commitment to fight against forced labour in all its forms, including human trafficking.

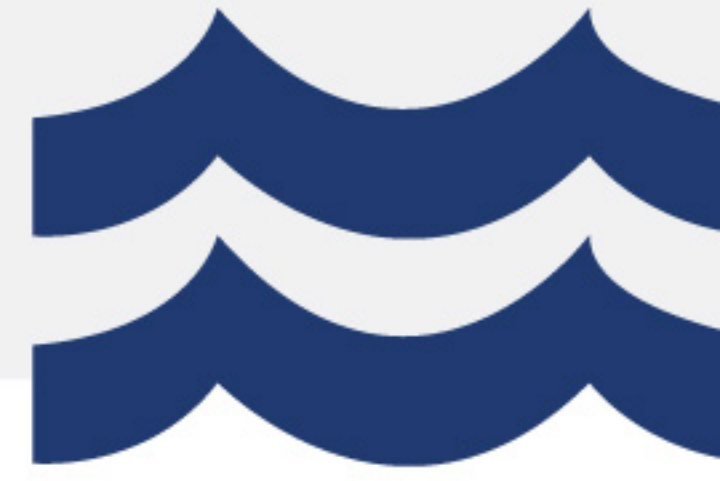
Respecting human rights is a core value of the Petikemas Group. We are committed to respecting all internationally recognised human rights as relevant to our operations and we base our human rights policies on:

- ✓ the 10 principles of the UN Global Compact,
- ✓ the International Labour Organization’s Declaration on the four Fundamental Principles and Rights at Work,
- ✓ Malaysia Labour Law & Practices as governed by Employment Act, of 1955 and Trade Unions Act 1959

As a leader in the Malaysian logistics industry spanning more than 25 years, the Petikemas Group has zero tolerance for human trafficking and modern-day slavery. The Group’s focus in setting policies on Modern Slavery include:

- Both direct workers and those employed by its supply chain are not engaged with activities with result in employment under the duress of violence, harassment or intimidation;
- Prohibition of child labour;
- Prohibition of indentured or bonded labour; and
- All remuneration is fair and abides with local employment laws

The Group’s position on Modern Slavery are defined in the Social section, as part of the Sustainability (ESG) Statement.



## Risk Identification & Communication

All Petikemas employees are made aware of our modern slavery and human trafficking statement during the onboarding process and through regular communication by management. Those who are directly involved in the employment process are engaged with frequent updates on key legislative changes on Modern Slavery. The Group encourages annual assessments of our supplier contacts.

When conducting supplier audits on Modern Slavery & Human Trafficking, the Group asks suppliers a series of probing questions to ascertain working practices. These questions include but are not exclusive to:

- Direct employment/ Supplier's procurement of labour
- Working conditions, including living conditions of foreign labour

Should there be risks identified, the Group recommends and encourages all employees to report to management such that malpractice can be investigated and actioned on as soon as possible.

## Prioritising Local Employment

The Group is committed to minimise reliance on foreign labour and promote local employment. As of 2023, the Petikemas workforce comprises:

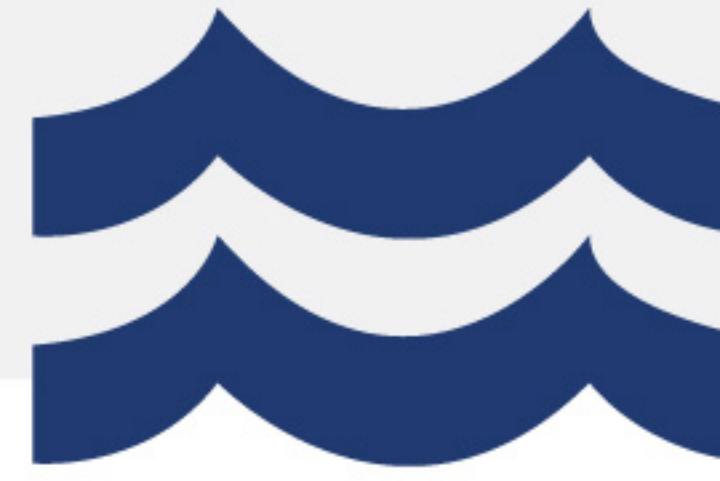
- Direct employment: 100% Malaysians
- Indirect employment via 3rd party vendors/ Contract: Combination of Malaysians & foreign labour

Over time, the Group hopes to minimise reliance on foreign labour and aims to be the preferred employer for Malaysians.

## Due Diligence Process

As part of our employment, all Petikemas employees are required to review the Petikemas Code of Conduct & Group Sustainability (ESG) Statement either at the commencement of employment or throughout.

For more details, please refer to the [Petikemas Code of Conduct & Sustainability Statement](#).



### **Future Steps to Prevent Modern Slavery**

Petikemas Group will continue to monitor the modern slavery risk through continued risk assessment and due diligence, both in its own operations and labour suppliers. It will continue to monitor its suppliers' compliance with obligations committed to in the Supplier Code of Conduct via ad-hoc audits.

The Group will strive to increase general awareness of modern slavery across its employees to highlight any concerns or potential evidence of modern slavery in its various forms.

Overall, the Group looks forward to continuing this journey, building understanding and working closely with suppliers to analyse potential human rights risks related to the business and operations.

### **Petikemas Directors and Management Team**



[www.petikemas.com.my](http://www.petikemas.com.my)