



PGF CAPITAL BERHAD

MODERN SLAVERY

(Version 1: approved on 26 July 2024)

INTRODUCTION

PGF CAPITAL BERHAD and its subsidiaries (“PGF”) is committed to preventing modern slavery and human trafficking in all aspects of our business. We uphold the highest standards of integrity and ethical conduct in our dealings with employees, suppliers, and stakeholders.

MODERN SLAVERY STATEMENT

1. Purpose

We recognize that regulations on modern slavery differ across the countries where we operate, yet the core principle remains consistent: respecting human rights and eradicating modern slavery.

This statement aims to address the fundamental principle and acknowledge our responsibility as outlined in the article 6 of the Constitution of Malaysia that no person shall be held in slavery anywhere in Malaysia and that all forms of forced labour are prohibited. We are committed that this statement will be reviewed annually to ensure its effectiveness and to ensure the Group’s continued adherence to the active eradication of any form of modern slavery in its direct operations and in the indirect operations of its supply chain.

2. Scope

As an international enterprise operating in Malaysia, Australia, and New Zealand, we acknowledge the significant responsibility of PGF and its subsidiaries have in combating modern slavery. We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

3. Policy Statement

Aligned with PGF’s Governance Structure, we are dedicated to embedding our commitments to combat modern slavery throughout our business operations. By doing so, we shall identify potential risks early on, enhance transparency, and take proactive measures to address issues or prevent harm from occurring.

We have established a comprehensive set of core human rights controls to better identify and mitigate human rights risks, including modern slavery. Our top priority is to continually enhance our workplace culture by improving both physical and psychological safety. This ensures that our employees feel safe, supported, and confident in raising any concerns they may have.

4. Objectives

4.1 Governance Structure

The Board of Directors (“Board”) is responsible for strategizing to mitigate social risks, particularly focusing on modern slavery risks. Their oversight extends to evaluating the effectiveness of management policies and procedures concerning suppliers, supply chains, modern slavery, and human rights monitoring and issue management.

The Board holds responsibility for overseeing modern slavery risks across all group and functions. This includes managing our overall human rights approach, community and social performance, third-party due diligence, business integrity, external stakeholder engagement, as well as our whole operation procedures.

The Sustainability Committee implements detailed action plans of our comprehensive human rights approach, specifically in preventing modern slavery practices both in operations and through supply chain. It supports all country teams, and working closely with our Ethics and Compliance teams in implementing our commitments.

4.2 Supply Chain

We extend our approach of addressing the ESG risks and effects of our operations to the procurement of products and services from suppliers, which include any third party, company or individual that provides a product or service to PGF.

We have and continue to take steps to address risks related to slavery and human trafficking within our supply chain principles. Supplier shall ensure that their practices comply with the principles which prohibit child labour, involuntary labour and force labour in their operations. Suppliers are also expected to promote responsible conduct among their suppliers in line with the principles.

PGF has the right to audit suppliers for compliance with the principles. Suppliers may be requested to provide relevant policies and procedures, as well as associated evidence to demonstrate adherence. In the event that a supplier is found to be non-compliant, PGF is to request the supplier to present an improvement plan if one is not already in place.

4.3 Clients

PGF is conscious of the potential impact that our customers can have on society and the environment through our collaboration. Our responsible recognized standards and prohibits the companies involved in the exploitation of labour, including forced labour and child labour.

4.4 Code of Conduct

PGF's Code of Conduct lays down the principles of personal and professional behavior expected of all PGF employees. This entails expectations for responsible business conduct, which includes business ethics, regulatory compliance, respecting and recognized human rights, and protecting the well-being of our employees, customers and the community. All employees receive induction to the PGF's Code of Conduct.

4.5 Whistle-blowing

In PGF's whistle-blowing policy, any individual may report, anonymously or otherwise, any suspected or actual wrongdoing such as fraud and breaches of the law, regulations or PGF's policies. PGF prohibits reprisal in any form against whistle-blowers who have acted in good faith.

The whistle-blowing policy is published on PGF's website.

ASSESSING OUR EFFECTIVENESS

PGF reviews the relevant policies, procedures and guidelines on a regular basis to ensure that they are operationalised appropriately across the business and support units and remain pertinent to our business activities. PGF continues to work on enhancing our actions as part of our commitment towards addressing modern slavery risks.

This statement has been approved by the Board of Directors on 26 July 2024 and will be review and updated as necessary.