

KURODA PRECISION INDUSTRIES (M)SDN BHD
SOCIAL COMPLIANCE POLICY
CODE OF CONDUCT

Kuroda Precision Industries (M) Sdn Bhd is a prominent manufacturer of laser-welded products for a variety of industries. We established an excellent market presence in 1996 and now with a capacity of 15 units of 40 to 60 tonnes Press Stamping Machine equipped with laser welding system we effectively set our company in line with other growing companies. Our mission is to support the advancement of industry all over the world through developing precision technologies.

We and our supplier are dedicated to commits to conduct continuous improvement of labour standards in the supply chain and comply with relevant legal requirements by practice company code of conduct.

To reflect the values that in company's target, and we are committed and require our suppliers to adhere to these requirement:

- 01 No Forced Labour**
Employment is voluntarily and freely. No work is performed under the threat of punishment or confiscation of belongings that the employee has not agreed to. There is no element of forced, indentured, bonded, prison or trafficked in employment.
- 02 No Child Labour**
Employee must be at least 15 years old and no younger than said age.
- 03 Working Hours, Wages and Benefits**
Working hours shall not be excessive and in line with national limits. Overtime must be voluntary and paid at a premium rate according to local law. Employees are provided at least one day off in a week.
- 04 General Labour Practise**
4.1 No Discrimination
No discriminate against employee in wages, promotion, rewards, and access to training based on race, color, age, gender, sexual orientation, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, protected genetic information or marital status. Prohibit all forms of harassment to achieve a sound workplace.
4.2 Fair Disciplinary Practise
During disciplinary action, It is strictly forbidden to employ any kind of intimidation or abuse threat, whether it be verbal, sexual, or physical. A clear and fair procedures is established in handling disciplinary cases. Employees are aware of the grievance policy and are free to raise a complaint without fear about being reprimanded.
4.3 Freedom of Association
Employee has the right to form an association, under local law, to collectively express or bargaining and company shall facilitate the development.
- 05 Safety and Health**
Responsible to ensure safe and healthy workplace to its all employees, contractors, and visitors by carrying out its operation in a responsible manner. Company will comply to all government regulations and requirements by establish a policy, creating awareness, implementing measures, continuing to promote and develop safe work systems.
- 06 Business Integrity**
Complying with all applicable bribery, money laundering, and/or corruption laws, as well as prohibiting the exchange of money or anything else of value to or from anyone, including government officials, to influence actions or obtain an unfair advantage. Activity of anti-bribery, anti-corruption and transparency shall be practise.
- 07 Environmental Protection**
Company is accountable for preserving human health and the environment by complying with applicable environmental legislation, which includes air emissions, solid/hazardous waste, and water discharge.
- 08 Employee Accommodations**
Employee accommodations must be safe, hygienic, and adequate for residential use.
- 09 Responsible Sourcing of Materials**
The Company will take reasonable efforts to ensure that materials and mineral resources are produced or mined in accordance with local, national and international laws where in an environmentally responsible manner and in safe working conditions where work is freely chosen.
- 10 Privacy Protection and Confidentially**
Company shall protect the privacy of each individual as much as possible and not infringe it without due cause and securely manage confidential information.
- 11 Fair Trade**
Conduct business with all customers in a fair way, and provide high-quality products and services based on superior technology to win customers' trust, satisfaction, and support. Sell and purchase products and/or services through fair and open competition, and not pursue benefits through unfair methods and/or shady acts.
- 12 Social Compliance Implementation**
Company will verify the implementation by conducting an internal audit and review in a management review meeting to monitor all social compliance practices and comply with the company social compliance policy.

Approved by,



SHAHRUL AZMAN ISMAIL
(Managing Director)

Date: 3/1/2023

KURODA PRECISION INDUSTRIES (M) SDN BHD

SUPPLIER ACKNOWLEDGEMENT

We have received the KPM Social Compliance Policy (Code of Conduct),
understand the compliance and dedicated to commits for continuous
improvement to comply.

Supplier name

Factory/facility address

Phone

Email address

Signature of Company Director

Name of Company Director

Date