

Masteel

MALAYSIA STEEL WORKS (KL) BHD

Registration No. Company 197101000213 (7878V)

**PREVENTION OF FORCED LABOUR
POLICY**

Forced labour refers to any work or employment wherein the worker is compelled to work against her/his will and that she/he is unable to leave such an abusive situation because of direct or indirect threat or penalty by her/his recruiter or employer.

PREVENTION

Masteel is committed take the following preventive measures:

- respecting, promoting and realizing fundamental principles and rights at work;
- the promotion of freedom of association and collective bargaining to enable at-risk workers to join workers' organizations;
- programmes to combat the discrimination that heightens vulnerability to forced or compulsory labour;
- skills training programmes for at-risk population groups to increase their employability and income-earning opportunities and capacity;

PROTECTION

Masteel is committed to ensure all Masteel employees are protected by taking the following measures:

- Targeted efforts to be made to identify and release victims of forced or compulsory labour;
- Protective measures should be provided to victims of forced or compulsory labour. These measures should not be made conditional on the victim's willingness to cooperate in criminal or other proceedings;
- Steps may be taken to encourage the cooperation of victims for the identification and punishment of perpetrators.
- Ensure that competent authorities are entitled not to prosecute or impose penalties on victims of forced or compulsory labour for their involvement in unlawful activities which they have been compelled to commit as a direct consequence of being subjected to forced or compulsory labour.
- To eliminate abuses and fraudulent practices by labour recruiters and employment agencies, such as:
 - eliminating the charging of recruitment fees to workers;
 - requiring transparent contracts that clearly explain terms of employment and conditions of work;
 - establishing adequate and accessible complaint mechanisms;
 - imposing adequate penalties; and
 - regulating or licensing these services.
- To meet the needs of all victims for both immediate assistance and long-term recovery and rehabilitation, such as:
 - reasonable efforts to protect the safety of victims of forced or compulsory labour including protection from intimidation and retaliation for exercising their rights under relevant laws or for cooperation with legal proceedings;
 - adequate and appropriate accommodation;
 - health care, as well as provision of special rehabilitative measures for victims of forced or compulsory labour;
 - material assistance;
 - protection of privacy and identity; and
 - social and economic assistance, including access to educational and training opportunities and access to decent work.

REMEDIES

Masteel will ensure that all victims of forced or compulsory labour have access to justice and other appropriate and effective remedies, such as compensation for personal and material damages, including by:

- ensuring that all victims have effective access to courts, tribunals and other resolution mechanisms, to pursue remedies, such as compensation and damages;
- providing victims to pursue compensation and damages from perpetrators, including unpaid wages and statutory contributions for social security benefits;
- ensuring access to appropriate existing compensation schemes;
- providing information and advice regarding victims' legal rights and the services available, in a language that they can understand, as well as access to legal assistance; and
- providing that all victims of forced or compulsory labour that occurred can pursue appropriate administrative, civil and criminal remedies, irrespective of their presence or legal status.

ENFORCEMENT

Masteel will take actions to strengthen the enforcement laws, rules and regulations by:

- giving to the relevant authorities, such as labour inspection services, the necessary mandate, resources and training to allow them to effectively enforce the law and cooperate with other organizations concerned for the prevention and protection of victims of forced or compulsory labour;
- providing for the imposition of penalties in addition to penal sanctions accordingly; and
- ensuring that legal persons can be held liable for the violation of the prohibition to use forced or compulsory labour.

REPORTING PROCEDURES

The Sustainability Officer, Group Human Resource Manager or Head of Internal Audit are to be informed of any forced labour issues or violations arising in places where we operate, which can be done so via Masteel's whistle-blowing channels.

This policy has been reviewed and approved by The Management Team of Masteel on **1st December 2021**.