



## **ASIAGROUP LEASING PTE LTD HUMAN RIGHTS POLICY**

Asiagroup Leasing Pte Ltd is committed to respecting, protecting, and promoting human rights in all aspects of our operations. Our approach is guided by the **Universal Declaration of Human Rights** and the **UN Global Compact Principles**, consistent with widely recognised standards reflected in industry-leading human rights policies.

We recognise that our responsibilities extend to our employees, subcontractors, suppliers, clients, and the communities in which we operate. We strive to ensure ethical, fair, and safe working conditions across all project sites.

### **1. Prohibition of Forced Labour & Child Labour**

We categorically prohibit all forms of forced labour, human trafficking, indentured work, or practices that restrict the freedom of movement of workers. Terms of employment must be transparent and fair, and no employee shall be required to surrender personal documents or pay recruitment fees.

We do not employ children below the legal working age, and we comply fully with all labour laws and international guidelines.

### **2. Fair Employment Practices**

We uphold fair employment, equal opportunity, and non-discrimination.

Employment-related decisions are based solely on merit, qualifications, skills, and business needs.

We comply fully with applicable employment laws and guidelines, including fair working hours and fair wage practices.

### **3. Health, Safety & Well-Being**

We are committed to providing a safe and healthy workplace for all employees, subcontractors, and partners.

Safety is a core value in our operations, and we work continuously to prevent injuries, promote safe behaviours, and protect both physical and psychological well-being.

These principles reflect recognised frameworks for ensuring employee safety and community protection.



#### **4. Diversity and Inclusion**

We value diversity and strive to create an inclusive work environment where individuals are treated with dignity and respect.

We do not tolerate discrimination based on age, gender, race, religion, nationality, sexual orientation, disability, or any other protected characteristic.

We support equal opportunity at all levels of the organisation.

#### **5. Freedom of Association**

We respect the rights of employees to freely associate, join trade unions, and participate in collective bargaining, consistent with local laws and international expectations.

#### **6. Fair and Safe Working Conditions**

We ensure that all workers operate under fair working conditions, including safe work arrangements, adequate welfare facilities, and access to training.

We uphold strong safety culture principles and aim for continuous improvement in safety performance.

#### **7. Grievance and Remediation**

We are committed to providing accessible and confidential channels for reporting human rights concerns.

All concerns will be reviewed promptly and fairly, without fear of retaliation.

Where human rights impacts occur, we will work to remediate and correct them appropriately.

#### **Commitment**

This Human Rights Policy Statement reflects our pledge to uphold ethical, lawful, and responsible business conduct.

We will periodically review and strengthen this statement to meet evolving expectations and maintain the trust of our employees, partners, and clients.