



登高集團

TANCO HOLDINGS BERHAD

HUMAN RIGHTS POLICY

Dated: 27 August 2026

Purpose and Scope

Tanco Holdings Berhad (“Tanco”) and its material subsidiaries (“the Group”) uphold the universal principles of human rights and commits to ethical and fair treatment of all individuals impacted by our business operations. This Policy is guided by the following international standards and frameworks:

- United Nations Universal Declaration of Human Rights (UDHR)
- International Labour Organization (ILO) Core Conventions
- UN Guiding Principles on Business and Human Rights (UNGPs)
- Malaysian Employment Act 1955 and related labour regulations

We recognise that respecting human rights is integral to maintaining trust with our internal and relevant external stakeholders and to achieving long-term sustainable growth as part of our sustainable supply-chain management approach. We expect our entire Group, employees, directors, suppliers and community partners to abide by this Policy and it shall be read in conjunction with the Sustainability Policy and Code of Conduct.

Diversity, Equity and Inclusion (DEI)

We embrace workforce diversity and provide equal opportunities based on merit and capability

- Promote an inclusive and respectful workplace free from discrimination, harassment, and bias
- Apply fair treatment regardless of gender, ethnicity, religion, nationality, disability, or age
- Encourage diversity in leadership, recruitment, and talent development

Fair Labour Practices and Working Conditions

We are committed to upholding fair labour practices and complying with all applicable labour laws and ILO conventions.

- Prohibit child labour, forced labour, and all forms of modern slavery or human trafficking
- Provide fair remuneration, benefits, and working hours consistent with legal and industry standards and considers experience, qualifications, technical and soft skills, ensuring equal pay for equal work between genders
- Support freedom of association and the right to collective bargaining in accordance with local laws
- Maintain fair disciplinary and grievance procedures accessible to all employees
- Provide safe and healthy working environments aligned with our Health, Safety & Security Policy. We also promote continual improvement in occupational health, safety, and well-being performance across our workplaces and project sites
- Eliminate excessive working hours by upholding and promoting fair labour practices
- Commit to support exceeding the minimum wage by providing basic wages at or above the statutory minimum wage, together with overtime pay, and statutory employer contributions and other benefits, as part of our ongoing commitment towards a living wage and we continuously evaluate our remuneration and benefits packages against industry standards to maintain competitiveness

Modern Slavery and Human Trafficking

Tanco maintains a zero-tolerance stance on modern slavery, human trafficking, and exploitative labour practices.

- Seek to ensure that all employment is freely chosen and based on lawful, voluntary engagement
- Expect suppliers and contractors to declare in writing that their operations are free from modern slavery, forced labour, and human-trafficking practices. Suppliers are also expected to renew this declaration periodically or when there are material changes to their business operations, to ensure continued alignment with this Policy
- Reserve the right to take corrective action — including suspension or termination of business relationships — if credible evidence of non-compliance is identified

Grievance and Whistleblowing

Tanco encourages all employees, suppliers, and stakeholders to report any concerns related to human rights violations or unethical practices through the Group's Whistleblowing channel on our corporate website.

Only genuine concerns should be reported under the whistleblowing procedures. Under the Company's Whistleblowing Policy, such reports should be made in good faith with a reasonable belief that the information and any allegations in it are substantially true, and the report is not made for personal gain. Malicious or false allegations by the whistleblower will be viewed seriously and treated as gross misconduct; if proven, this may lead to dismissal or termination of the whistleblower who abuses the system.

The identity of the whistleblower will always be kept in strictest confidentiality. Reports will be reviewed fairly and confidentially, and appropriate action will be taken to address any substantiated breaches.

Responding, Monitoring and Assessing Effectiveness

Tanco maintains a zero-tolerance stance towards any form of human rights violation within our operations and supply chain. We are committed to acting responsibly, being transparent, and working collaboratively with our stakeholders to uphold ethical and lawful practices.

- Condemn all forms of human rights violations and take appropriate measures to prevent their occurrence
- Provide accessible grievance channels for employees and stakeholders to raise concerns safely and confidentially
- Raise awareness among our people and partners on respecting and protecting human rights in daily operations
- Monitor and assess risks periodically, including during supplier selection or when potential concerns are identified
- Protect whistleblowers who report genuine concerns in good faith from retaliation
- Take corrective or disciplinary action against individuals or business partners found to have breached this Policy
- Communicate this Policy in languages and formats that are clear and understandable to our stakeholders
- Publish this Policy on our corporate website and make it available to employees, suppliers, and business partners

Responding, Monitoring and Assessing Effectiveness (cont'd)

- Provide periodic awareness or capacity-building sessions to strengthen understanding of human rights responsibilities
- Review and update this Policy periodically to reflect regulatory changes, emerging human rights issues, and evolving stakeholder expectations. Significant updates and revisions to this Policy will be reported to the Risk Management and Sustainability Committee (RMSC) for review and endorsement
- The implementation of this Policy is overseen by the RMSC, which reviews progress periodically
- Engage and collaborate with stakeholders, including regulators, NGOs and community representatives, where applicable, to identify emerging human rights risks and good practices as well as prevent human rights violations in any of our operations

Tanco is committed to respecting and protecting human rights across our business and supply chain. We believe in working collaboratively with employees, partners, and communities to promote fair, safe, and inclusive workplaces while advancing Malaysia's sustainable development goals.

Version	Date Approved	Description	Approved By
1.0	26.02.2026	Initial release	Board of Directors
1.1	27.08.2026	Enhanced provisions relating to Fair Labour Practices and Working Conditions	Board of Directors