

Human Rights Policy Statement

INTRODUCTION

At SCIB, we uphold the inherent dignity, equality, and rights of every individual impacted by our operations. As a responsible corporate citizen, SCIB is committed to respecting internationally recognised human rights standards and embedding these principles across all aspects of our business.. We expect our business partners, including suppliers, to uphold similar values and practices. This commitment underpins our core values, long-term sustainability goals, and ethical business practices.

OBJECTIVE

This policy outlines SCIB's commitment to identifying, preventing, and addressing any adverse human rights impacts within our operations. It supports our ongoing efforts to foster a safe, inclusive, fair, and respectful working environment, in alignment with our Diversity and Inclusion and Occupational Health and Safety policies.

SCOPE

This policy applies to:

- All SCIB employees, including full-time, part-time, probationary, temporary, contract staff, and interns;
- Directors and officers of the Company;
- All subsidiaries, joint ventures, and entities under SCIB's operational control;
- Suppliers, contractors, service providers, and third parties acting on behalf of SCIB..

COMMITMENTS

- **Diversity and Inclusion**

SCIB promotes a culture of inclusivity, respect, and equal opportunity. We prohibit all forms of discrimination based on race, gender, religion, political opinion, nationality, or social origin.. We are committed to cultivating a workplace where all individuals feel valued, empowered, and respected.

Refer to the Group's Diversity and Inclusion Policy Statement for further details.

- **Safe and Healthy Working Environment**

In alignment with our Occupational Health and Safety ("OHS") Policy, SCIB prioritises the physical and psychological well-being of all personnel. We comply with relevant occupational health and safety laws including the Occupational Safety and Health Act 1994 and implement preventive measures to ensure a secure and hazard-free workplace.

Refer to the Group's Occupational Safety and Health Policy Statement for further details.

- **Fair Employment Practices**

SCIB is committed to fair, lawful, and transparent employment practices. We ensure fair wages, reasonable working hours, adequate rest periods, and statutory leave entitlements. Compensation practices align with industry standards and relevant laws, including the Employment Act 1955.

- **Prohibition of Forced Labour, Child Labour & Human Trafficking**

We strictly prohibit all forms of forced, bonded, or child labour, as well as human trafficking across our operations and supply chain. Due diligence procedures and supplier assessments are conducted to identify and mitigate these risks.

Aligned with the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007.

- **Prevention of Harassment, Including Sexual Harassment**

SCIB enforces a zero-tolerance policy toward all forms of workplace harassment. We maintain that clear mechanisms are in place to report, investigate, and resolve complaints fairly and confidentially. Retaliation against whistleblowers is strictly prohibited.

Refer to the Group's Sexual Harassment Policy for further details.

- **Privacy and Data Protection**

SCIB respects individual privacy rights and is committed to managing personal data responsibly in compliance with the Personal Data Protection Act 2010 and internal data governance policies.

Refer to the Group's Personal Data Protection Act 2010 for further details.

- **Respect for Community Rights**

We engage transparently and respectfully with local and indigenous communities affected by our operations. SCIB is committed to avoiding adverse impacts, supporting community development, and honouring local customs and cultural values.

ROLES AND RESPONSIBILITIES

- **Board of Directors**

Provide oversight, approve updates to this policy, and ensure alignment with the SCIB's strategic objectives.

- **Senior Management**

Integrate human rights principles into strategic planning, risk management, and operational decision-making.

- **Human Resources Department**

Align recruitment, training, performance management and employee relations with this policy and applicable legal requirements.

- **All Employees**

Uphold human rights in daily conduct, report any violations or concerns in good faith, and contribute to a respectful and inclusive workplace culture.

- **Suppliers and Contractors**

Expected to uphold SCIB's human rights standards in the course of their business dealings with the Company. Their compliance will be subject to due diligence processes, ongoing monitoring, and periodic review.

REPORTING OF VIOLATIONS

SCIB encourages all employees, contractors, and stakeholders to raise concerns or report any suspected human rights violations or unethical conduct in good faith. Reports may be submitted through the following dedicated and confidential channel:

- Email: whistleblowing@scib.com.my

Refer to the Group's Whistleblowing Policy for further details.

All disclosures will be treated with the utmost confidentiality and handled by the Chief Integrity Officer, with possible escalation to the Chief Executive Officer or the Chairman of the Audit Committee, if necessary. SCIB strictly prohibits any form of retaliation or adverse action against individuals who report concerns in good faith. Verified violations will be subject to appropriate investigation and corrective action, in accordance with the Company's internal policies and applicable regulations.

IMPLEMENTATION OF THIS POLICY

SCIB is committed to effectively communicating this Policy to all employees and relevant stakeholders across the Group. As part of the onboarding process, all new employees will be introduced to the contents and expectations outlined in this Policy.

Managers at all levels are responsible for ensuring that their team members understand, internalise, and comply with the Policy in their daily roles and responsibilities. All employees must be treated fairly and with respect, regardless of gender, age, race, religion, cultural background, ethnicity, or disability.

SCIB upholds a zero-tolerance approach to discrimination, harassment, bullying, or victimisation. Any breach of this Policy may result in disciplinary action, including termination of employment, following a thorough inquiry conducted in accordance with the Group's Human Resource Policy on misconduct.

REVIEW

The policy statement shall be periodically reviewed and updated by the Risk Management & Sustainability Committee ("RMSC"), taking into consideration the needs of the Group and any developments in rules and regulations that may affect the roles and responsibilities of the Board, and submit the policy statement to the Board of Directors for approval.

APPROVAL

This policy was approved by the Board of Directors on 28 May 2025.