



HUMAN RIGHTS & LABOUR POLICY



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Process Owner: Occupational Health, Safety & Welfare

Intended Users: ABNT Group - All Users

Last Updated: 23 May 2024

Human Rights & Labour Policy ABNT Global is dedicated to upholding the highest standards of human rights, labor welfare, and workplace safety. Our policies ensure ethical business practices, fair labor conditions, and a secure working environment for all employees, contractors, and stakeholders.

We are committed to fair and ethical labor practices, prohibiting forced and child labor while promoting equal opportunities and a discrimination-free workplace. Occupational health and safety remain a top priority, with stringent measures, proper training, and initiatives for employee well-being.

ABNT Global recognizes the right to freedom of association and collective bargaining, fostering fair negotiations with employee representatives. Our responsible supply chain management ensures partnerships with ethical suppliers, reinforced by regular compliance audits.

With a zero-tolerance approach to modern slavery and human trafficking, we implement strong due diligence measures and whistleblower protections to uphold human dignity and integrity across all operations.

1. Policy Statement

ABNT Global, certified by **CIDB Malaysia (Grade 7)** and **SPAN**, upholds stringent regulatory standards to ensure worker safety and welfare across all operations:

- **Construction Sites:** Compliant with **CIDB Act 520 (1994)** and **CIDB Industry Standards (CIS 20:2022)**
- **Water Treatment Facilities:** Adheres to **SPAN Water Quality & Safety Regulations (WSIA 2006)**

Certifications:

✓**CIDB Malaysia:** Grade 7

✓**SPAN Malaysia:** Licensed Water Treatment Contractor

2. Core Standards

A. Workplace Safety

Sector-Specific Requirements

Construction

- **Daily CIDB Form 52** hazard inspections
- **CIDB-certified PPE** (helmets, harnesses) mandatory
- **100% Green Card-certified** site supervisors

Water Treatment

- **SPAN-mandated** bi-monthly water quality tests
- **Confined Space Entry Permits** required under **SPAN Safety Code 2023**

B. Health Protections

Medical Surveillance

- **Construction:** CIDB-mandated **lung function tests** for silica-exposed workers
- **Water Treatment:** SPAN-standard **cholera & viral screenings** for plant operators

Mental Health Support

- **Confidential counseling** in alignment with **Malaysia's Mental Health Act 2001**

C. Fair Labour Practices

- **Wages:** Exceed **CIDB minimum wage matrix** (RM1,800–2,500 for skilled roles)
- **Working Hours:** SPAN-sanctioned **max 12-hour shifts** (for emergency water repairs only)

3. Implementation

A. Training & Certification

- **CIDB: 7-hour Safety Passport Course** (mandatory for foreign workers)
- **SPAN: Annual Waterborne Pathogen Handling Certification**

B. Monitoring & Audits

Tool	Frequency	Authority
CIDB STAR Rating Audit	Annual	CIDB HQ
SPAN Water Safety Audit	Quarterly	SPAN State Office

C. Enforcement & Penalties

- **CIDB: RM10,000 fines for uncertified equipment use**
- **SPAN: Immediate suspension for violations**

4. Grievance Mechanisms

Dual-Channel Reporting:

- **Construction Safety Concerns → CIDB e-Aduan Portal**
- **Water Quality Issues → SPAN Toll-Free Line: 1-800-88-SPAN**

☑ **Guarantee:** No retaliation per **Malaysia's Whistleblower Protection Act 2010**

5. Continuous Improvement

2025 Targets:

- ✓ **Achieve CIDB 5-Star Safety Rating**
- ✓ **Maintain Zero SPAN Non-Compliance Incidents**

Supporting Documents & Appendices

- ☑ **CIDB Forms: Form 7 (Accident Register), Form 52 (Hazard Checklist)**
- ☑ **SPAN Protocols: Water Sampling Procedure (WSP-2024)**
- ☑ **Approved Training Providers: CIDB Academy & SPAN-licensed trainers**

ABNT Global remains dedicated to fostering a work environment where human dignity, safety, and well-being are prioritized. This policy reflects our ongoing commitment to corporate responsibility and sustainability.