

i-Stone Technology Sdn. Bhd. and its subsidiaries (the “Group”) endeavours to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child or forced labour, nor exploitation of children in any of the operations and facilities in Malaysia or overseas.

In Peninsular Malaysia, under Children and Young Person (Employment) Act 1966 (Act 350), "Child" is a person who has not completed this 15<sup>th</sup> year of age.

In the conduct of its business, the Group:

- Will not employ children that falls into the definition as stipulated by the Employment Act, notwithstanding any national law or local regulation;
- Will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions;
- Is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities;
- Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should violation of these principles become known to the Group and not be remediated, we will take serious action, including discontinuation of the business relationship;
- It is the responsibility of local management and Human Resource Department of the Group to implement and ensure compliance with this policy at all the operations and facilities.