

i-Stone Technology Sdn. Bhd. and its subsidiaries (the “Group”) recognise our duty to protect employees, including young persons, whilst employed or completing work experience placements.

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.”

“Young person” is a person who, not being a child has not completed his 18<sup>th</sup> year of age.”

The Group will ensure that young workers are protected from the risk of injury or illness arising from workplace hazards. Special attention will be given to the needs of young workers as they lack experience and may not be familiar with workplace procedures.

The Group will ensure young workers receive adequate information and training relating to work hazards and safe work practices and will give consideration to their age and experience.

The Group will ensure that safe and suitable plant, equipment and a safe work environment is maintained at all times for all its employees. All young workers will attend general industry induction, site specific induction and work activity induction along with training in the following:

- Hazard identification, risk assessment, appropriate controls and ongoing monitoring and review of risk management processes;
- Manual handling;
- Work environment;
- Hazardous substances;
- Electrical hazards;

The Group will achieve this by ensuring adequate information, instruction and training is provided to young workers as well as on-going monitoring for all young workers employed by it.

Supervisors will ensure that all young workers are adequately trained and work under appropriate supervision. Supervision will include:

- Observation and evaluation of the competency of the young workers before they are allowed to use any powered tools;
- Young workers will be required to demonstrate competency in the safe use of all equipment
- Young workers must never ‘work alone’ and must be supervised at all times.

Young workers will receive manual handling training to ensure they understand the correct manual handling techniques, including pushing, pulling, carrying, lifting etc. (Young workers under the age of 18 years are not required to lift, lower or carry more than 16 kg without mechanical aids/dual lifting or other methods).