



## FAMAX TECHNOLOGY (M) SDN. BHD. (200601028954 (748710-K))

### Ethical and Social Policy

#### 1. Introduction

At FAMAX TECHNOLOGY (M) SDN. BHD., we are committed to conducting our business in an ethical and socially responsible manner. This policy outlines our dedication to upholding ethical standards, promoting social responsibility, and ensuring that our business practices align with our core values.

#### 2. Purpose

The purpose of this policy is to:

- Ensure compliance with all applicable laws and regulations.
- Promote ethical behavior and integrity in all our business dealings.
- Foster a positive social impact within the communities we operate.

#### 3. Scope

This policy applies to all employees, directors, officers, agents, contractors, and any third parties acting on behalf of FAMAX TECHNOLOGY (M) SDN. BHD.

#### 4. Ethical Standards

- Integrity and Honesty: We conduct our business with honesty and integrity, ensuring that our actions are transparent and trustworthy.
- Compliance: We comply with all applicable laws, regulations, and internal policies. Employees are expected to understand and adhere to these requirements.
- Confidentiality: We respect and protect the confidentiality of information entrusted to us by our employees, customers, and partners.

#### 5. Social Responsibility

- Community Engagement: We actively engage with and contribute to the communities in which we operate. This includes supporting local initiatives, charitable activities, and community development programs.
- Sustainability: We are committed to sustainable business practices that minimize our environmental impact. This includes reducing waste, conserving energy, and promoting the use of eco-friendly materials.
- Diversity and Inclusion: We value diversity and strive to create an inclusive workplace where all employees are treated with respect and have equal opportunities for growth and development.

#### 6. Human Rights

- Labor Practices: We uphold fair labor practices and ensure that all employees work in a safe and healthy environment. We prohibit forced labor, child labor, and any form of exploitation.
- Equal Opportunity: We provide equal employment opportunities and do not tolerate discrimination based on race, gender, age, religion, disability, or any other characteristic protected by law.

#### 7. Anti-Corruption and Anti-Bribery

- Zero Tolerance: We have a zero-tolerance policy towards bribery and corruption. Employees and third parties acting on our behalf must not engage in any form of bribery or corrupt practices.
- Reporting: Employees are encouraged to report any suspected violations of this policy. Reports can be made confidentially to the Admin/Human Resource Officer at [info@fmefamax.com](mailto:info@fmefamax.com).

#### 8. Monitoring and Compliance

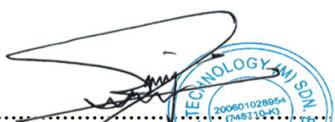
- Regular Audits: We conduct regular audits to ensure compliance with this policy and identify areas for improvement.
- Training: We provide ongoing training to employees to ensure they understand and adhere to our ethical and social standards.

#### 9. Review and Updates

This policy will be reviewed annually and updated as necessary to reflect changes in laws, regulations, and best practices.

#### 10. Contact Information

For any questions regarding this policy, please contact the Admin/Human Resource Officer at [info@fmefamax.com](mailto:info@fmefamax.com).

  
Lee Chie Siang  
Managing Director  
01st January 2025