



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

NO CHILD LABOR POLICY

1. Purpose

FAMAX TECHNOLOGY (M) SDN. BHD. is committed to upholding human rights and labor standards by ensuring that child labor is strictly prohibited in all our operations and supply chains. This policy is established in alignment with national laws and international standards including the International Labour Organization (ILO) conventions.

2. Scope

This policy applies to all employees, suppliers, contractors, and business partners of FAMAX TECHNOLOGY (M) SDN. BHD., both local and international.

3. Policy Statement

FAMAX TECHNOLOGY (M) SDN. BHD. strictly prohibits the employment of individuals under the age of 15, or the minimum age for employment as defined by local law, whichever is higher. We do not engage in or support the use of child labor, and we require our suppliers and partners to adopt the same standards.

4. Implementation and Monitoring

- Age verification documents such as birth certificates or national IDs must be obtained before employment.
- HR and Compliance teams are responsible for ensuring adherence to this policy through audits and inspections.
- Any violations must be reported immediately and will result in disciplinary action or termination of contracts.

5. Remediation

If any case of child labor is identified, FAMAX TECHNOLOGY (M) SDN. BHD. will take appropriate corrective actions, including withdrawal of the child from the workplace and supporting their access to education and welfare services.

6. Review

This policy will be reviewed annually or whenever necessary to ensure it remains compliant with legal and ethical standards.

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Lee Chie Siang
Managing Director
01st January 2025