



CORE LABOUR REQUIREMENTS POLICY

1. Purpose

Jingxing Holdings (M) Sdn Bhd ("the Company") recognizes its corporate responsibility to respect human rights, including labour rights and is committed to full compliance with all relevant laws and regulations.

This policy establishes the Company's commitment to ethical labour practices and compliance with international labour standards.

2. Child Labor

- The Company will not employ individuals under the age of 18.
- No individual under the age of 18 will be employed in dangerous or heavy work, except for training purposes in accordance with approved national laws.
- The employment of child labour is strictly prohibited.

3. Forced Labor

- All employment relationships are voluntary and based on mutual agreement, free from threats or coercion.
- The Company strictly prohibits any form of forced labour, including but not limited to:
 - Physical or sexual violence
 - Bonded labour
 - Withholding of wages, employment fees, or deposits
 - Restriction of movement
 - Retention of passports or identification documents
 - Threats or intimidation by authorities

4. Human Trafficking

- The Company strictly prohibits human trafficking including recruitment, transportation, transfer, harbouring or receipt of persons through threat, force, coercion, deception or abuse of power.
- Recruitment practices that involve charging workers fees, providing misleading employment information or exploiting vulnerable groups are prohibited.

- All workers must be recruited through ethical and transparent channels, with full respect for their rights and freedom of movement.

5. Non-Discrimination in Employment and Wages

- Employment and related practices shall be conducted in a non-discriminatory manner.
- All workers are to be treated fairly, irrespective of gender, age, race, religion, disability, nationality or other status.

6. Freedom of Association and Collective Bargaining

- Employees may freely establish or join organizations of their choice.
- The Company respects the rights of employee organizations to set their own rules.
- Employees exercising their rights to form, join or assist organizations will not be discriminated against or punished.
- The Company negotiates in good faith with legally established employee organizations or duly elected representatives to reach collective bargaining agreements, where applicable, and honours these agreements.

7. Employment Diversity and Inclusion

- The Company recognizes and embraces differences in age, ethnicity, marital or family status, gender identity or expression, language, national origin, physical and mental ability, race, religion, veteran status and other unique characteristics.
- The Company is committed to:
 - Promoting awareness of fairness, equity, and respect in the workplace
 - Encouraging teamwork and ensuring representation of all employee groups and perspectives
 - Maintaining a fair, inclusive, and harassment-free work environment
 - Supporting initiatives that build understanding and respect for diversity both within the Company and in the wider community
 - Ensuring all employees treat each other with dignity and respect
 - Taking action against any inappropriate conduct or behaviour that violates this policy

Jingxing Holdings (M) Sdn Bhd is committed to respecting human rights and upholding internationally recognized core labour standards in all its operations. Any violation of these core

labour principles will be addressed promptly, with disciplinary or legal action as appropriate.

Effective Date : 30 September 2025
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Approved By : Management of Jingxing Holdings (M) Sdn Bhd