



SOCIAL COMPLIANCE POLICY

At Jecmetal Industries Sdn Bhd, we consider social compliance an integral and non-negotiable aspect of our business, rooted in genuine care and concern for our people. Our commitment to upholding equal rights and fostering fair welfare equity for all our workers is paramount.

We are committed to achieving our social compliance goals with the following core values:

1. Equal Opportunity and Non-Discrimination

- We provide equal opportunities for every individuals, irrespective of gender, socio-political standing, age, race, or religious beliefs.
- We do not tolerate any kind of discrimination or violation of basic human rights.
- We regard any form of harassment—physical, verbal, or sexual—as a serious misconduct.

2. Freedom of Expression and Worker Engagement

- We provide adequate opportunities for feedback and idea-sharing, ensuring a safe environment where workers are shielded from any risks of reprisal.
- Employees have the right to peacefully assemble and express concerns. We encourage open communication and constructive dialogue.
- We recognize and respect the right of employees to associate freely, form or join labor unions internally, and to bargain collectively.

3. Fair Labor Practices

- We are committed to meeting and exceeding minimum wage and minimum age requirements set by local authorities and legislation in Malaysia.
- We do not use forced, bonded, indentured, or involuntary prison labor.
- We are committed to preventing the occurrence of human trafficking within our organization.



4. Learners and Interns

- We support the development of future talent by providing fair opportunities for learners and interns.
- All learners will be treated with respect and provided a safe and supportive environment.
- Assignments and compensation will be appropriate to their roles and educational goals.

5. Reasonable Accommodation

- Religious Beliefs: We respect all religious beliefs and practices. Reasonable accommodations will be made for religious observance, attire, and practices, unless this causes undue hardship to the business.
- Disabilities: We are committed to supporting employees with disabilities by providing reasonable accommodations so they can perform their roles effectively.

6. Health, Safety, and Ethical Conduct

- We strictly prohibit any form of drugs and/or substance abuse among our employees.
- We reward behavior that aligns with our culture, values, and Health, Safety, and Environment (HSE) policies.

7. Anti-Corruption and Ethical Dealings

- We practice a no-gift policy with our business associates and clients.
- We stand firmly against bribery and corruption in all forms, maintaining transparency in all business dealings.

Taking Steps Toward a Better Workplace.

We remain dedicated to creating a safe, inclusive, and respectful workplace where every person is valued, protected, and empowered.