

Child Labour Policy



1.0 INTRODUCTION

- 1.1 This Child Labour Policy (“Policy”) applies to CJ Century Logistics Holdings Berhad (“CJ Century”) and all of its subsidiaries.
- 1.2 CJ Century does not condone child labour, nor hiring of people below 18-year-old. We believe that children are always entitled to a healthy and happy childhood, without being forced to enter employment before they are ready for it, as defined by the Malaysian Government. To this end, CJ Century is actively against all forms of exploitation of children as prohibited by internationally recognised standards listed below:
 - 1.2.1 United Nations (“U.N.”) Convention on the Rights of the Child (1989)
 - 1.2.2 International Labour Organisation (“ILO”) Minimum Age Convention no. 138 (1973)
 - 1.2.3 ILO Convention on the Worst Forms of Child Labour no. 182 (1999)
 - 1.2.4 Children And Young Persons (Employment) Act 1966 [Act 350] of Malaysia
- 1.3 In relation to this Policy, a child is defined as a person who has not completed his/her 15th years of age.

2.0 COMMITMENT STATEMENT

CJ Century respects different cultures and values in countries where CJ Century operates and sources its products but does not compromise on the basic requirements regarding the rights of a child. Taking the international standards as the basis, CJ Century commits to ensure compliance with this Policy in its conduct of business, those of the suppliers, contractors, business partners and associates’ (collectively referred to as “Suppliers”) operations and facilities, in addition to strict adherence to the applicable national laws and regulations.

3.0 IMPLEMENTATION

- 3.1 CJ Century is committed to putting measures in place to remediate potential child labour cases. This Policy has been disseminated widely in the workplace to ensure a company-wide awareness of CJ Century’s legal and ethical responsibilities.
- 3.2 CJ Century expects its Suppliers to uphold similar standards and compels them to advise their employees, subcontractors and sub suppliers on their duties and obligations to comply with this Policy. The violation of this Policy will cause serious action, including discontinuation of the business relationship.
- 3.3 All employees are entrusted to ensure the compliance with this Policy in their area of responsibility and be vigilant to any indicator of child labour across the business operations and supply chain. Regular audits shall be carried out by the Human Resources and Administration Department (“HRA”) of CJ Century, and a designated HRA employee is appointed to take charge of receiving complaints.
- 3.4 In the event of child labour being identified at the Suppliers’ operation sites, CJ Century will work in

partnership with the child, the employer, the parents/care givers to provide appropriate welfare and a safe transition back to education.

- 3.5 All actions taken, including the implementation of corrective and preventive measures in response to suspected and/or identified child labour cases will be in the best interest of the child. CJ Century will not allow retribution and shall endeavour to secure and safeguard the privacy of employees and/or individuals involved, as set out in CJ Century Grievances and Disciplinary Manual.