



CENTURY BOND BHD GROUP OF COMPANIES

SOCIAL COMPLIANCE PLEDGE

CENTURY BOND BHD GROUP OF COMPANIES is committed to conducting business in an ethical and socially responsible manner. The Company provides a fair, safe working environment and maintains environmentally compliant manufacturing processes. The Company strictly adheres to all policies established by the Company, ensuring all legal and regulatory requirements are met through the continuous improvement of our management systems.

1. No Forced Labor

The Company will not engage, employ or support any forced, bonded, indentured, human trafficking labour and will take appropriate measures to prevent it. Employees are not required to lodge their identity papers with the employer. The foreign workers will be not charge with recruitment fees at any stage of recruitment.

2. No Child Labor

The Company will not engage, employ or support the use of child labour. Remedial action with appropriate follow up action will be applied if any child labor case is discovered to protect the welfare of the child and remaining quality education until no longer a child.

3. Working Hours

The Company will ensure that the working hours comply with the national legislations and client requirement. The overtime will be voluntary basis and the employees have at least one day rest in every seven days period. Overtime will always be compensated at a premium rate as per national laws.

4. Fair Remuneration

The Company will ensure all employees are paid wages equal to or exceeding minimum wage requirement and are covered for work-related illness and injuries. In any circumstances, wages are not deducted for disciplinary reason.

5. Freedom of Association

The Company will recognize and respect the right of employees to form and join trade union of their choice subject to the provision of relevant national legislations. The employees will be given the opportunity to communicate openly or express their feedback regarding their welfare, workplace and working condition to the management without fear.

6. Humane Treatment

The Company will not tolerate any form of harassment and violence. Harassment includes any form of unwelcome conduct towards another person that has the purpose or effect or creating an intimidating, hostile or offensive work environment for that person.

7. Non-Discrimination

The Company will ensure equal opportunities in the workplace. All decision to hiring, remuneration, access to training, promotion, termination and retirement will made based on the job requirement and individual qualifications without regards to race, religion, gender or any other conditions that could give rise to discrimination.

8. Protection of Pregnant Women

The Company will ensure the comfort and safety of work for pregnant women in the workplace. They will not be discriminate in term of hiring, termination, promotion etc. A safe and private place will be allocated for the female employee to pump breast milk at work during any reasonable breaks.

9. Young Worker

The Company ensures the protection of Young Workers by strictly prohibiting their involvement in hazardous tasks, night shifts and overtime. Age-verification processes and employment monitoring are maintained to ensure a safe environment that supports health, safety and well-being.





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10. Health and Safety

The Company provides a safe workplace by identifying hazards and implementing the hierarchy of controls, including the mandatory use of PPE where necessary. Maintaining emergency response plans, conduct regular drills, and require immediate reporting of all incidents for corrective action. Additionally, the Company upholds high standards for industrial hygiene while providing necessary training to ensure legal compliance and shared responsibility.

11. Environmental Protection

The Company is committed to protecting the environment and promoting sustainable practices by minimizing pollution and conserving natural resources. We strictly adhere to all applicable environmental laws and maintain resource efficiency through the principles of reduce, reuse, and recycle. Our operations include the responsible management of waste, energy consumption, and emissions, supported by emergency response procedures for incident mitigation. We continuously monitor our performance and integrate sustainability into our decision-making to support a greener future.

12. Business Integrity and No Improper Advantage

The Company upholds the highest standards of integrity with zero tolerance for bribery, corruption, or fraud. The Company prohibits promising, offering, or accepting anything of value to gain an improper advantage, ensuring all business interactions remain ethical. Additionally, the Company ensures that gifts remain modest and that all conflicts of interest are proactively declared. The Company provides necessary training on business conduct while maintaining regular monitoring and investigation of suspected breaches without retaliation.

13. Disclosure of Information

The Company conducts all business transparently and records all dealings accurately. We disclose information regarding our operations, financial status, and labor practices in line with regulations and industry standards. Falsifying records or misrepresenting facts is strictly prohibited. To maintain integrity, the Company implements internal controls, conducts regular audits, and ensures that all public communications including recruitment and product information are accurate and not misleading.

14. Intellectual Property

The Company respects all intellectual property rights and ensures that any sharing of technology or technical knowledge is done safely. The Company protects confidential information from customers and suppliers by using non-disclosure agreements and secure IT systems. Additionally, the Company uses clear rules to prevent the leak of private data, investigates any unauthorized use of information, and ensures all business data is kept private according to the law.

15. Fair Business, Advertising and Competition

The Company committed to free enterprise and fair competition. None of the employees may engage in any form of communication with a competitor that attempts to share sensitive business information, boycott certain customers, agree or control the prices or limit output or sale of any products or the scope of any service. Additionally, the Company ensures all public statements and advertisements about its products are truthful and not misleading. The Company maintains monitoring and investigate any claims of unfair practices and takes action to ensure legal requirements are met.

16. Protection of Identity and Non-Retaliation

The Company has zero tolerance for unethical behaviour and guarantees the confidentiality and anonymity of all whistleblowers. The Company is committed to resolving workplace concerns, grievances, and complaints fairly and transparently. We provide safe channels for employees and partners to report misconduct or raise issues without fear of retaliation or disciplinary action. All reports are investigated while protecting the identity of the source, and any form of retribution is strictly prohibited.





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17. Privacy

The Company is committed to protecting the private information of everyone we do business with, including employees, customers, and suppliers. The Company follow privacy and data security laws when collecting, storing, or sharing personal data. Personal information is only used with the individual's permission and is kept safe from unauthorized access. The Company uses regular monitoring and safety measures to ensure all private data stays secure.

18. Responsible Supply Chain Management

The Company is committed to responsible supply chain management by ensuring ethical, social, and environmental standards are upheld throughout its operations. We prioritize human rights, health and safety, and environmental protection in all business relationships. The use of conflict minerals specifically tantalum, tin, tungsten, gold, and cobalt are strictly prohibited in our products. All partners must adhere to rules on restricted materials and maintain management systems to ensure operations remain ethical, compliant, and focused on continuous improvement.

Alfred Goh Leng Hock
Chief Executive Officer | CBB Management
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