

## Annex 4: Policies for FSC Core Labour Requirements

### CHILD LABOUR AND FORCED LABOUR POLICY

Century Bond Bhd has a strong policy for prevention of Child Labour and Forced Labour in its organization.

As per the ILO standard and Child Labour Act, we do not employ any child labour or any young worker in its organization.

The company's permissible age for any labour is over and above 18 years and do not employ any one below the age of 18 years and the same is substantiated with documentary evidences like NRIC, School Leaving Certificate, Birth Certificate, Hospital Certificate or a notarized affidavit by first class magistrate of any court.

Century Bond Bhd stressed that under no circumstances will make use of forced or bonded labour. All employees shall have the right to enter into employment voluntarily and freely, without the threat of a penalty. The policy is applicable to all personnel as well as interns, consultants and any other person performing a task in the company.

The Company forbids the use of coercion, violence, threat of penalties, or other intimidating practices like confiscation of personal documents (only copies) or wage punishments (information about wage cuts should be provided in the books).

Employees shall have the freedom to terminate employment of indefinite or long duration by means of notice of reasonable length (in accordance with national law or mutual agreement) at any time without penalty. Employees on contracts of fixed duration shall not be required to serve beyond the expiry of their contract. All terms and conditions of service should be specified in employment contracts for which the employees should provide informed consent.

The Company recognizes the responsibility that it shares with suppliers, sub-contractors, and recruitment services (collectively referred to as "Suppliers") to tackle forced labor. This policy represents a clear contractual obligation as condition for any business relationship with the Company. The Company will not tolerate the use of unlawful forced labor within and will not accept products or services from suppliers that employ forced labor or apply similar practices.

Approved By:



ALFRED GOH LENG HOCK  
Chief Executive Officer  
Date: 1<sup>st</sup> August 2022