



## **LABOUR RIGHTS POLICY STATEMENT**

Tenaga Nasional Berhad is committed to safeguard labour rights for all our internal and external stakeholders based on the relevant legislations under the Malaysian Law and align its business operation with the industry best practices adopted from the International Labour Organization and the United Nations Global Compact.

### **Our Commitment**

Tenaga Nasional Berhad commits to ethical, responsible, and sustainable practices based on the following focus areas:

#### **Focus Area 1 – Safe and Healthy Workplace**

- Ensure so far as is practicable, the provision of a safe and healthy working environment to prevent work related injuries and occupational illnesses among our employees and vendors.
- Provide a safe work environment free from discrimination of any kind and from any form of harassment in the workplace by adopting a zero-tolerance policy for any form of sexual harassment in the workplace.

#### **Focus Area 2 – Against Bribery and Corruption**

- Commit to conduct our business ethically and in full compliance with all applicable laws and regulations related to countering bribery and anti-corruption practices in all our business operations.

#### **Focus Area 3 – Labour Protection and Welfare**

- Prohibit any form of human trafficking, slavery, child labour and forced labour.
- Ensure that our operations is in accordance with all applicable laws and regulations related to labour protection and welfare rights, including protection for foreign workers.

#### **Focus Area 4 – Wages and Benefits**

- Ensure our operations fully comply with applicable working hours, uphold the minimum standard for a living wage, and provide paid leave as provided under all applicable laws and regulations.

### **Focus Area 5 – Training and Lifelong Learning**

- Empower our workforce through training and lifelong learning, fostering continuous growth through comprehensive training initiatives.

### **Focus Area 6 – Freedom of Association**

- Uphold the right to freedom of association and collective bargaining, empowering employees to engage in organized activities for mutual support and representation.
- Enhance and oversee the grievance mechanism, enabling effective communication and reporting of issues.

### **Focus Area 7 – Diversity, Inclusion and Non-Discriminatory Practices**

- Promote diversity and inclusion across age, gender, religious affiliation, and different ability, ensuring equal opportunities for all.
- Provide protection against unfair dismissal during maternity leave, pregnancy, maternity, and paternity leave.

### **Applicability**

This policy applies to all employees within the Tenaga Nasional Berhad Group. We trust our vendors to share our values and comply with our Sustainable Procurement Code of Conduct.

### **Grievances Channel**

Our grievance and whistleblowing channels are available to respond to labour rights issues related to our employees or wider business activities.

***“BETTER. BRIGHTER.”***



**Datuk Ir. Megat Jalaluddin bin Megat Hassan**  
**President/Chief Executive Officer**

**April 2024**