



Modern Slavery and Human Trafficking Policy

This policy outlines Cincaria Sdn. Bhd.'s (Cincaria) position on modern slavery and human trafficking.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Cincaria has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business. This is in line with the Company's Culture, Beliefs & Principles which is the foundation of Cincaria.

As part of our efforts to identify and mitigate the risks of modern slavery and human trafficking, we shall:

- Adhere to the Malaysian Employment Act 1955 and other relevant acts involving the welfare of our employees.
- Pay our employees in accordance with the Minimum Wage that is applicable in Malaysia.
- Manpower Agents and outsourced companies that are supplying workers/trainees to Cincaria will have to have a Modern Slavery and Human Trafficking Policy to ensure the workers supplied and their workers are not victims of modern slavery nor human trafficking.
- Hold our own suppliers to account over modern slavery
- Encourage the reporting of concerns and provide appropriate protection for whistle blowers.

We will not support or deal with any business knowingly involved in slavery or human trafficking. Senior management will take responsibility for implementing this policy statement and its objectives and will provide training and adequate communication throughout Cincaria to ensure that slavery and human trafficking is not taking place within Cincaria Sdn Bhd.

Awareness:

We will conduct an awareness session for our supply chain management team so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Please contact the Human Resources Personnel should you have any queries:

Cincaria Sdn. Bhd.,
Block 1 & 2, Wisma Bluemetal,
106 & 108, Lintang Kampung Jawa,
11900 Bayan Lepas,
Pulau Pinang.
Tel: 04-2221222

Thank you.

CINCARIA SDN BHD
Marco Wong
Chief Executive Officer