

# **Masteel**

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***MALAYSIA STEEL WORKS (KL) BHD***  
***197101000213 (7878-V)***

## **PREVENTION OF CHILD LABOUR POLICY**

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**DEFINITION OF CHILD LABOUR (Based on source from ILO)**

The term “child labour” is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and/or
- interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.

**DEFINITION OF CHILD AND YOUNG PERSONS (Based on source from Act 350)**

The interpretation of Child and Young person are defined as the following:

- “Child” is a person who has not completed his 15th year of age;
- “Young person” is a person who, not being a child has not completed his 18th year of age.

**THE CONDUCT OF BUSINESS**

For the purpose of respecting and withholding the rights of Children and Young Persons. We keep the commitment of “**ZERO Children and Young Persons** [(as defined in the CHILDREN AND YOUNG PERSONS (EMPLOYMENT) ACT 1966 (Act 350)] in our workforce”.

We stand that:

- we are against all forms of exploitation of children. The company does not provide employment to children and young persons before they attain the legal age to be employable;
- we are with the expectation where our business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should violation of these Principles become known to Masteel and not be rectified, we will take serious action, including discontinuation of the business or trade relationship;
- It is the responsibility of local management and Human Resource Department to implement and ensure compliance with this policy at all Masteel operations and facilities.

**CHILDREN’S RIGHTS**

Child rights are human rights that also recognize the special needs for care and protection of minors — children and young people under the age of 18. All children have these rights, regardless of religion, race, ethnicity, gender or cultural background. No child should be treated unfairly on any basis.

## **REPORTING PROCEDURES**

The Sustainability Officer, Group Human Resource Manager or Head of Internal Audit are to be informed of any child labour issues or violations arising in places where we operate, which can be done so via Masteel's whistle-blowing channels.

This policy has been reviewed and approved by The Management Team of Masteel on **1st December 2021**.