



**CEEDTec Sdn. Bhd.**

Center of Excellence for Engineering Design (715654 – T)

## CEEDTec Human Rights and Labour Policy

CEEDTec acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Our company's policies call upon us to conduct our business with uncompromising integrity and to respect human rights as part of our company's operations.

**Freely-chosen employment:** CEEDTec supports the elimination of all forms of forced, bonded or involuntary labour.

**No Child Labour:** CEEDTec condemns all forms of exploitation of under-aged labour. CEEDTec will not recruit child labour and supports the elimination of under-aged labour.

**Minimum Wages:** CEEDTec will compensate our employees with wages that meets or exceeds the Malaysian Minimum Wage Policy.

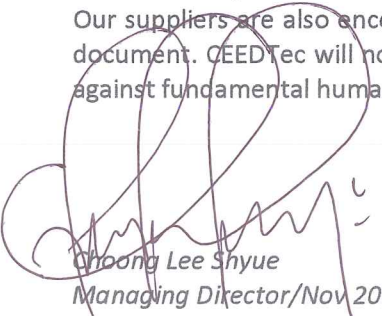
**Working Hours:** CEEDTec will not force employees to work more than the maximum hours set by the Malaysian Employment Act.

**No Discrimination:** CEEDTec does not support discriminatory practices with respect to employment, and promotes diversity in all aspects of its business operations. Our policies prohibit discrimination based on race, age, gender and religion.

**No Harsh or Inhumane Treatment:** CEEDTec prohibits physical abuse, harassment (including sexual) or the threat of either at the workplace. CEEDTec will provide a safe and healthy working environment for all of its employees.

**Freedom of Association:** CEEDTec respects the rights of employees to organize in labor unions in accordance with Malaysian laws and established practice, if desired.

**Social Responsibility:** CEEDTec will support impactful social programs including those focused on community needs and development (eg disaster relief, science development & education). Our suppliers are also encouraged to support the fundamental human rights referenced in this document. CEEDTec will not do long term business with a supplier that knowingly discriminates against fundamental human rights.



Choong Lee Shyue  
Managing Director/Nov 2015

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