



## LUMIGTECH (M) SDN. BHD.

Registration No.: 202201044043 (1489740-H)

SUITE 1-3-15, IDEAL AVENUE,  
JALAN TUN DR. AWANG,  
11900 BAYAN LEPAS, PENANG, MALAYSIA.  
T: +604-641 0231 F: +604-64 0378

[www.lumigtech.com](http://www.lumigtech.com)

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## HUMAN RIGHTS POLICY

### 1. Introduction

Lumigtech (M) Sdn. Bhd. ("Lumigtech") is committed to upholding the highest standards of human rights in all its operations and business activities. This policy aligns with the Universal Declaration of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the Malaysian Federal Constitution, as well as other applicable local and international laws and regulations.

### 2. Scope

This policy applies to all Lumigtech employees, including full-time, part-time, temporary, and contract employees, as well as directors, interns, suppliers, contractors, and business partners.

### 3. Key Principles

- **Non-Discrimination and Equal Opportunity**

Lumigtech provides equal employment opportunities and is committed to creating a work environment where everyone is treated with respect and dignity, regardless of race, gender, age, religion, nationality, or any other characteristic.

- **Workplace Safety and Health**

Lumigtech ensures a safe and healthy workplace for all employees, complying with all relevant health and safety laws and regulations. Employees are expected to follow safety protocols and report any unsafe conditions.



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- **Freedom from Harassment**

Lumigtech maintains a workplace free from harassment, bullying, and any form of physical or psychological abuse. All employees are encouraged to report any incidents of harassment or abuse.

- **Child Labour**

Lumigtech strictly prohibits the use of child labour in its operations and adheres to the Malaysian Children and Young Persons (Employment) Act 1966, ensuring no employment of individuals below the legal working age.

- **Forced or Involuntary Labour**

All employment at Lumigtech is voluntary. The company prohibits any form of forced, bonded, or involuntary labour, including human trafficking.

- **Fair Wages and Working Hours**

Lumigtech complies with local laws regarding wages, working hours, and benefits. Employees are paid fairly and on time, and are entitled to all statutory benefits and leave.

- **Freedom of Association**

Lumigtech respects the rights of employees to be associated with trade unions in accordance with local laws.

#### **4. Implementation and Compliance**

Lumigtech expects all employees, suppliers, and business partners to adhere to this Human Rights Policy. The company will conduct regular assessments to ensure compliance with this policy and take corrective actions where necessary.



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### 5. Reporting and Whistleblowing

Employees and stakeholders are encouraged to report any violations of this policy through Lumigtech's established whistleblowing channels. Reports can be made anonymously and will be investigated promptly and thoroughly.

### 6. Policy Review

This policy will be reviewed regularly and updated as necessary to ensure its effectiveness and relevance. Any changes will be communicated to all employees and stakeholders.

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### References:

- United Nations (UN) Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- ILO Convention on Labour Standards
- Employment Act 1955
- Children and Young Persons (Employment) Act 1966
- Minimum Wage Order 2022

**APPROVED AND RELEASED ON 02ND JANUARY 2024.**