

HUMAN RIGHTS POLICY

Objectives:

The Group has implemented its policy on 'Human Rights' in support of the group wide Corporate Governance Framework, to:

- foster greater awareness of human rights throughout the Group including (but not limited to) equal opportunity, anti-discrimination, right to life, liberty, and security of person;
- enhance its capabilities to identify and manage adverse impacts from all business activities; and
- instill the culture of respecting individuals' right to freedom of thought, conscience, and religion including freedom of opinion and expression without interference in all business.

In line with applicable international and national practices, including the Universal Declaration of Human Rights, the International Labor Organization's (ILO) Declaration, International Finance Corporation's (IFC) Performance Standards two, five and seven, the Asian Development Bank's (ADB) Gender Development and Safeguard policy and the tenth principle of United Nations Global Compact (UNGC), the Group is required to safeguard the human rights by:

Our Commitment:

- being involved in multilateral efforts to support human rights, as well as taking part in activities designed to promote human rights;
- making specific references to this Human Rights Policy in the Group's standards, policies, procedures and ethical values;
- treating all employees with respect and dignity, promoting diversity in the workplace to be consistent with the Group's policies and procedures, and adhering to all applicable national laws and core labor principles; National labor Law and measures to comply with relevant ILO labor standard conventions, including the following international practices with respect to the construction workforce:
 - promoting the fair treatment, nondiscrimination and equal opportunity of employees;
 - establishing, maintaining and improving the worker-management relationship;
 - promoting compliance with national labor and employment laws;
 - protecting the workforce, including vulnerable groups such as children or workers engaged by third parties, and workers in the project proponent's supply chain;
 - promoting safe and healthy work conditions and workforce health and well-being; and
 - prohibiting any use of forced labor. Occupational health and Safety (OH&S) Management promotes a safe and healthy work environment by providing an effective framework that allows the Company to identify and control its health and safety risks, reduce the potential for accidents, aid legislative compliance and improve overall operational performance. FMI's OH&S policy provide guidelines to safe and healthy work environment through establishing, implementing and maintaining an effective occupational health and safety management program to achieve overall its objectives and targets.
- interacting with all employees in a manner that respects human rights and consistent with the spirit and intent of this Human Rights Policy;
- reinforcing awareness of potential human rights issues;
- monitoring, reporting and improving applicable procedures (where required) regularly; and
- communicating and disseminating this Human Rights Policy to all employees, contractors, suppliers and business partners.