



NTPM HOLDINGS BERHAD is committed to establish and implement the following policy to the whole organization;

MODERN SLAVERY POLICY

1. Purpose

This Modern Slavery Policy sets out NTPM HOLDINGS BERHAD's commitment to preventing modern slavery, human trafficking, forced labour, and child labour in its business operations and supply chains. We recognize our responsibility to uphold human rights and ethical practices and are committed to identifying and addressing risks related to modern slavery.

2. Scope

This policy applies to all employees, contractors, suppliers, and any other entities working with or on behalf of NTPM HOLDINGS BERHAD, across all jurisdictions in which we operate.

3. Definitions

Modern slavery includes, but is not limited to:

- **Forced labour** - work or service extracted under threat or penalty and without Consent.
- **Debt bondage** - forcing a person to work to repay a debt with terms not clearly defined or impossible to repay.
- **Human trafficking** - recruitment, transportation, or harbouring of persons for the purpose of exploitation.
- **Child labour** - employing individuals below the legal minimum age or in conditions harmful to their well-being.

4. Our Commitments

We will:

- Not tolerate any form of modern slavery or human trafficking in our business or supply chains.
- Comply with all applicable laws and regulations relating to modern slavery.
- Conduct due diligence on suppliers and business partners.
- Provide employees with training and guidance on recognising and reporting modern slavery risks.
- Take prompt action when risks or incidents are identified.



5. Report & Whistleblowing

- Any concerns about potential modern slavery must be reported via email (ccpng@ntpm.com.my) / phone (016 4120292)
- Report can be made anonymously.
- The Compliance Officer will investigate all reports promptly and take corrective action where necessary.

6. Training & Awareness

- Annual training will be provided to procurement, HR and operations staff.
- Awareness materials will be distributed to employees and suppliers.

7. Monitoring & Review

- The Compliance Officer will maintain a risk register of potential modern slavery risks.
- This policy and related procedures will be reviewed annually.

8. Breaches of this Policy

Failure to comply with this policy by any employee, contractor, supplier, or director of the Company may result in appropriate disciplinary measures. In cases of serious violations by employees, such conduct may be deemed gross misconduct, potentially resulting in immediate termination of employment. All employees are required to fully cooperate in any investigation concerning suspected non-compliance with this policy or any associated procedures.

Lee Chong Choon
Chief Executive Officer
Date: 15 August 2025