



HUMAN RIGHT POLICY

FLOWCO (MALAYSIA) SDN BHD is committed to upholding and advancing human rights as stated in the relevant legislations under the Malaysian Law and aligned with the industry best practices adopted from the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, following the UN Guiding Principles on Business and Human Rights. We are dedicated to incorporating these standards across our operations to guarantee responsible and ethical business practices.

COMMITMENT

We pledged to uphold human rights and integrate human rights considerations into our corporate culture, governance, and decision-making processes, guaranteeing accountability at the highest levels.

STAKEHOLDER ENGAGEMENT

We committed to engaging proactively and transparently with a wide spectrum of stakeholders, including employees, suppliers, customers, local communities, and other relevant parties. We value feedback and collaboration to refine our practices. This approach ensures that our policies and practices are responsive to the needs and rights of all stakeholders, fostering a culture of mutual respect and continuous improvement in our human rights performance.

INTEGRATION, COMMUNICATION AND AWARENESS

We integrate human rights principles into core operations, including supply chain management, procurement, and customer relations. Our commitment is reflected in our clear and accessible human rights policy, which fosters a culture of respect and accountability among employees, business partners, and stakeholders.

INDIVIDUAL RESPONSIBILITY AND COMMITMENT

Upholding human rights is a collective responsibility that demands commitment from every individual. All employees must support and adhere to our human rights policy by integrating its principles into their daily work, participating in training, and fostering a culture of respect and accountability. This collective effort ensures a workplace that honors and protects the rights of all stakeholders.

MONITORING, COMPLIANCE AND IMPROVEMENT

Our organization rigorously monitors human rights performance through regular due diligence, audits, and transparent reporting. We adhere to all legal and regulatory requirements while continuously improving our practices by reviewing policies, integrating stakeholder feedback, and aligning with evolving international standards. This commitment ensures ongoing accountability and the protection of human rights across our operations.

CONCLUSION

FLOWCO (MALAYSIA) SDN BHD pledges to conduct business with integrity, respecting and promoting human rights across all facets of our operations. By fostering a culture of respect, transparency, and accountability, we aim to contribute positively to society and build trust with our stakeholders.



OMAR MOHAMED SAID
MANAGING DIRECTOR
01 SEPTEMBER 2024