



FOREVER SABAH BERHAD

(Co No. 1172311-D / 201601001385)

POLICIES AND GUIDELINES ON MODERN SLAVERY AND HUMAN TRAFFICKING

Forever Sabah Berhad (“FS”) has a **zero tolerance** policy towards human trafficking and forced labour, in any way, shape or form. We are committed to high standards of ethics and integrity and compliance with all applicable local laws across all of our operations, including prohibition of actions that facilitate trafficking in persons or forced labour. Therefore, **all persons** associated with the work of FS must act at all times in a way that is consistent with our **anti-slavery values**.

FS commonly works with vulnerable populations and vulnerable sectors, which potentially exposes FS employee, contractors and partners to allegations of complicity in human trafficking and forced labor. Therefore, FS employee, contractors and partners should be particularly **vigilant** when contracting with local businesses who may be using forced labour tactics to grow their workforce. **When in doubt**, you must err on the side of caution and bring your concern to the management of FS.

If necessary, you are **encouraged** to report to and cooperate with the law enforcement authorities, including the police and the immigration, **even if** you believe that it might jeopardise the work of FS. This is because FS believes that our organisation is **synonymous** with our values. Therefore, when necessary, it is better to jeopardise parts, or even whole, of the current works of FS, **rather than** to allow the organisation as a whole to be tainted by such appalling and criminal acts, thereby destroying FS once and for all. We also strongly believe that our donors, funders and partners expect no less from us.

Slavery and all forms of forced labour are **prohibited** in Malaysia (Federal Constitution, Article 6). Under the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007 of Malaysia, it is a **criminal offence** to acquire or retain the employment or service of a person through coercion, including recruiting, transporting, transferring, protecting, providing or accepting a person for the purpose of exploitation. Exploitation refers to any form of sexual exploitation, forced work or services, slavery or similar practices, or any activity that contravenes the law or human organ transplants. Therefore, they can occur in various forms, including servitude, forced or compulsory labour, and to exploit them for personal or commercial gain, whether directly or indirectly.

This document sets out the FS policy, with the aim of the prevention of opportunities for modern slavery to occur. FS is committed to ensuring there is **transparency** in our work and expect the same level of commitment with regard to the prevention of modern slavery from those who work with us.

This policy applies to **all** employees, as well as contractors, partners, suppliers, consultants, volunteers, at any tier, as well as their employees, labor recruiters, brokers, and agents engaged by FS for the performance of contracts, awards or cooperative agreements and other applicable agreements.

- i. **Prevention** is better than cure, we encourage openness and will support anyone who raises genuine concerns in good faith, **even if** they turn out to be mistaken. We are committed to ensuring that no slavery or human trafficking in whatever form is, or may be, taking place in any part of the works of FS.
- ii. To encourage vigilance and whistle-blowing, anonymously raised concerns will be considered, even though, by its very nature, it would make our investigation more limited and difficult. Regardless of whether the report was made anonymously, FS management is committed to protect the **confidentiality** of the report and the whistle-blower, even after the investigation is complete and the matter is finally resolved.
- iii. If necessary, FS will refer the report, as well as all relevant evidence collected, to the relevant authorities. Therefore, please be prepared to cooperate fully with the relevant authorities when it comes to that.