

Human & Labour Rights Policy

1. Overview

Human rights are basic rights that belong to all humans on the planet. They embody key values in our society, such as fairness, dignity, equality and respect. They are an important means of protection, especially for those who may face abuse, neglect and isolation. Labour rights are a critical component of human rights helping to protect and promote the social and economic well-being of the human population. Enforcement of labour rights is integral to human rights effectiveness.

Human rights are universal, yet violations have been long-standing in global supply chains. For AEON, we aim for all the jobs we create, directly and through our supply chain, to be decent, fair and safe.

This Policy was developed in alignment with local regulations, such as the Employment Act 1955 (Act 265) and international bodies such as International Labour Organization (ILO), a United Nations agency whose mandate is to advance social and economic justice through setting international labour standards.

2. Purpose

The purpose of the Human & Labour Rights Policy (hereinafter referred to as “Policy”) is to outline the principles, commitment and guidance adopted by AEON CO. (M) BHD. (hereinafter referred to as “AEON”).

3. Objective

The objective of this Policy is to provide a commitment statement along with guidance on AEON's position with regard to human and labour rights. This Policy should be used in conjunction with AEON's Responsible Sourcing Policy.

4. Scope

This Policy applies to all AEON businesses, including supply chains that AEON engages with as part of our businesses.

5. Policy Statement

AEON is committed to respecting human rights, as set out in the United Nations (UN) Guiding Principles on Business and Human Rights. Basis of this Policy is based on

implementing the “Protect, Respect and Remedy” Framework. In accordance with this Policy, we aim to realize a society where human rights are respected.

Fundamental Principles and Rights at Work

At AEON, we are committed to aligning with the ILO Declaration on Fundamental Principles and Rights at Work. We uphold basic human values, which are values that are vital to our social and economic lives. We affirm the obligations and commitments that are inherent as part of ILO, namely:

- freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced or compulsory labour;
- the effective abolition of child labour;
- the elimination of discrimination in respect of employment and occupation; and
- a safe and healthy working environment.

In addition, we also support the right to a minimum or living wage according to national regulations or international best practices.

6. Implementation

AEON is committed to human and labour rights for all those affected by our business activities. In addition to the law, we will comply with the human rights standards set out in the Universal Declaration of Human Rights (UDHR) and the ILO Declaration on Fundamental Principles and Rights at Work, as well as the Guiding Principles on Business and Human Rights.

AEON have considered human rights issues with potential risks associated with its operations. Salient issues identified include the use of forced labour, human trafficking, child labour, rights and freedom to association and collective bargaining, fair wages, discrimination, sexual harassment and other forms of harassment, safety and security, environment, consumer rights.

AEON respects the diverse values, individuality, and privacy of individuals. We do not support discrimination based on race, nationality, ethnicity, gender, age, birthplace, religion, academic background, physical and mental disabilities, sexual orientation, or gender identity. We treat everyone with equality and respect.

AEON treats all customers fairly. We are committed to ensuring the safety, security, and transparent information of the products and services delivered by AEON.

AEON actively engages and communicates with our communities in relation to respecting human and labour rights.

AEON will comply with laws and international standards regarding corporate ethics and the working environment in our business activities. We will always strive for continuous improvement.

AEON actively engage with employee to listen to their feedback. We strive to build a safe and comfortable working environment without harassment. We will proactively provide

education and training to our employees to deepen their knowledge and understanding of human and labour rights.

In AEON, all ground staff is briefed on this Human and Labour Rights Policy. They will serve as the first line of defense in identifying any violation of this Policy. Our Governance & Integrity Department will serve as a responsible department to track and monitor cases relating to violation of this Policy. This will subsequently be reported to the Board level committee, that is Sustainability and Risk Management Committee (SRMC). In this context, the Board has oversight responsibility regarding Human and Labour Rights within AEON and its supply chains.

We utilize the same whistleblowing policy for any reporting incident relating to Human and Labour Rights. The features of whistleblowing remain the same, where we guarantee the confidentiality and anonymity of the whistleblower. At the same time, the outcome is made available to internal and external stakeholders. We are committed to appropriate remedies for the affected parties where it has been identified that it has caused or contributed to human rights impacts.

At AEON, we strive to report and disclose annually any incident related to human and labour rights violations.

Effective Date: 1 September 2022

(Revision 01: 20 September 2023)