



RADIUM DEVELOPMENT BERHAD

(Registration No. 201301009006 (1038848-V))

HUMAN RIGHTS POLICY

VERSION	EFFECTIVE DATE
1	1 DECEMBER 2025

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1. OBJECTIVE

Radium Development Berhad Group of Companies (“Radium” or “the Group”) upholds respect for human rights as expressed in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights as well as United Nations Global Compact. This policy is an extension of the Group’s commitment to good workplace practices and includes people in communities in our areas of operation.

2. SCOPE

- 2.1 This policy applies to all Directors, employees of Radium Group as well as our business associates such as partners, agents, vendors, suppliers, contractors, consultants and any other third-party providers or persons who perform services for or on behalf of the Group.

3. PRINCIPLES & COMMITMENTS

- 3.1 We shall endeavor to meet standards and practices that are consistent with internationally recognized principles, subject to the laws and regulations of the countries and territories in which we operate.
- 3.2 We respect the rights of our employees, stakeholders and communities through our commitments which include but not limited to: -

(a) Diversity and Equal Opportunity

The Group is committed to fostering a workplace built on diversity, inclusion and respect. All employees shall be provided equal access to career development opportunities that match their skills, experiences and potential. The Group strictly prohibits any form of discrimination, harassment or ridicule based on personal characteristics, including but not limited to gender, age, race, ethnicity, sexual orientation, disability or any other protected attribute.

(b) Workplace Security

The Group is committed to upholding a workplace free from violence, harassment, bullying, intimidation and any other unsafe or disruptive conditions arising from internal or external threats. We are dedicated to providing a conducive working environment founded on principles of equality, dignity and mutual respect.

The Group will implement all reasonable measures to prevent such misconduct and shall address any reports of sexual harassment promptly and with strict confidentiality and discretion.

(c) Safety and Health

The Group strive to provide a safe, secure and conducive workplace environment. Every Employee must diligently observe and comply with applicable health and safety laws, regulations and requirements, and having in place standard operating procedures to minimize the risk of accidents, injury and exposure to health risks as outlined in the Occupational Safety and Health (OSH) Policy.

(d) Fair Employment Conditions

The Group operates in full compliance with the applicable labour laws, which cover wages, work hours, overtime and benefits laws, and strives to keep overtime work on a strictly critical or necessary basis. We remunerate our employees based on qualifications, skills and experience relevant to the work performance expectations, and we provide recognition based on performance and contribution to the Company's success.

(e) No Child or Forced Labour/Human Trafficking

The Group adhere to the minimum age provisions of applicable laws and regulations and prohibits the hiring and deploying of child labour in all our business operations. We also do not tolerate any form of forced labour, bonded labour, slavery, human trafficking within our operational areas.

(f) Respecting Freedom of Association

Radium respects our employees' rights to join or form labour unions of their choice, without fear of reprisal or harassment and to bargain collectively. The Group will not refuse any genuine opportunity to collectively bargain with employees who want to do so.

(g) Respecting Community Rights

Radium respects the rights of local communities and indigenous people to object to any project that may have an impact on their land. The Group strive to resolve such objections and competing claims through consultation with appropriate bodies such as interest groups, the local communities, the local or state authorities.

4. RESPONSIBILITIES AND REPORTING

- 4.1 The responsibility to respect human rights resides in all of our employees. The oversight of this policy is led by the Group Managing Director to ensure the Group's business strategy and direction align with the commitments outlined in the policy.
- 4.2 Radium has established formal grievance procedures and whistleblowing channels which are available to all of our employees and external parties. An employee who whistles blow will be accorded with protection of confidentiality of identity and protection against any adverse or detrimental actions resulting from the disclosure of improper conduct.

5. REVIEW

This Policy may be revised from time to time at the sole discretion of the management.