



**PERODUA**

*Building Cars People First*

# LABOUR RIGHTS

## SUSTAINABLE DEVELOPMENT GOALS



# STATEMENT OF PURPOSE

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To define the standards of labour rights to which Perodua is committed to and shall consistently uphold across the business which cover all employees, parts component vendors, dealers and business partners.



# COMMITMENTS/ PRINCIPLES

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## FORCED AND CHILD LABOUR

Perodua rejects all forms of forced or child labour under any circumstances.

The minimum age for employment is guided by the Children & Young Persons (Employment) Act 1966 and Perodua Policy (Recruitment & Selection).

Perodua does not tolerate any forms of forced, involuntary labour including modern forms of slavery/human trafficking.

## WAGE, BENEFITS & WELFARE

Perodua observes & adheres to the latest minimum wage order as gazetted by the Government.

Perodua complies with the prevailing Employment Act 1955 on minimum employment requirements (e.g. working hours, rest days, overtime payment & etc.).

Perodua continuously benchmark and strive to provide competitive benefits and respect the terms & conditions stipulated within the recognized Collective Agreements.



## **FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING**

Perodua respects employees' right to freely associate and forms lawful union or workers association and the rights to bargain collectively in the condition that the associations adhere to the law, act & company's regulation.

## **DIVERSITY & INCLUSION**

Perodua hires based on its organization requirement and in accordance with Malaysian Employment Law.

All employees have equal access to rewards, resources and opportunity as stipulated within the Company's Policy.

Perodua does not discriminate its employees in terms of hiring, compensating, promoting and terminating.



## HARRASMENT

Perodua is committed in ensuring a safe & harrassment free work environment for employees & believes that every employee should be treated with respect & dignity.

Company has addressed the issue of harrasment within organization through its Industrial Relations Policy.

## UPSKILLING EDUCATION

Perodua cares about staff development and upskilling by providing various training opportunities and leadership programmes.

Perodua also contributes to the communities through education initiatives (technical skill certification).

## SAFETY & HEALTH

Perodua takes effective steps to prevent potential risks of accident and injury to employees as outline in its Occupational Safety & Health (OSH) Policy, Safety Guidelines and Safety Procedures.



# APPROACH TO COMMUNICATE & UPHOLD THE LABOUR RIGHTS

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## EMPLOYEES

Perodua provides awareness for the new employees during induction program and continuously promoting compliance to the current employees through Company's circular.

## DEALERS, PARTS COMPONENT VENDORS & BUSINESS PARTNER

The related departments are responsible to communicate and promote awareness.

# GRIEVANCE MECHANISM

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Employees and external parties may report any breach of labour rights through Grievances Procedure or Whistleblowing channel.