

Human Rights

Effective Date: 1 June 2022

Amended:

1.0 Purpose

1.1 At Sunway University, we respect and support the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights and the rights of all employees and our business associates. We use these frameworks to guide the development and implementation of this policy.

2.0 Scope

2.1 This policy applies to the University's employees and associates, and it reflects the standard to which the University expects its employees and associates to adhere to when acting on the University's behalf.

2.2 Where appropriate, the University's associates, partners, agents, vendors, suppliers, contractors, consultants and other third-party service providers shall sign a separate agreement to undertake and comply with this policy.

3.0 Commitment

3.1 As a responsible global corporate citizen, we shall endeavour to meet standards and practices that are consistent with internationally recognised principles, subject to the laws and regulations of the countries and territories in which we operate. We do not tolerate unethical labour practices such as child labour, forced or compulsory labour, and restriction of freedom of movement.

3.2 We respect the rights of our employees, stakeholders and communities through our commitments, which include but are not limited to:

a) Providing Equal Opportunities

We promote diversity and inclusion and will not condone discrimination.

b) Respecting Freedom of Association

We respect our employees' rights to join or form labour unions of their choice without fear of reprisal or harassment and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, parallel means of independent and free association and bargaining should be made available to all such employees.

c) Eradicating any form of Harassment or Abuse

We will maintain a workplace free from physical, psychological or verbal abuse, abuse threats, and sexual or other harassment. We provide a conducive working environment characterised by equality and mutual respect. We take all reasonable measures to prevent such incidents and deal promptly and fairly with any reports of sexual harassment confidentially and discreetly.

d) Enhancing Safety and Health

We strive to provide a safe, secure and conducive workplace environment. Every Employee must diligently observe and comply with all Occupational Health, Safety and Environment laws and regulations of any country they are working in, as well as the University's policies and procedures, as Safety and health is everyone's responsibility.

e) Forced /Compulsory Labour

Sunway and its suppliers and sub-contractors shall not knowingly use or promote forced or bonded labour. They shall take appropriate measures to prevent using such labour in connection with their activities.

f) Protecting the Rights of Children

We will adhere to minimum age provisions of applicable laws and regulations, consistent with the United Nations Convention on the Rights of the Child and the relevant standards under the International Labour Organization. We are committed to ensuring that no children are employed directly by the University or our associates.

4.0 Implementation

4.1. Our approach to preventing adverse impacts on human rights is in three parts:

- a) a public commitment to respect human rights;
- b) an ongoing process of human rights due diligence and
- c) a process for providing access to remedy to anyone who is harmed where the harm is caused or contributed directly or indirectly by the business activities.

4.2. We commit to periodic reviews and assessments of our business activities to identify both positive and negative impacts on human rights, and subsequently integrate the mitigating outcomes into our internal control systems where appropriate.

4.3. Through awareness and training & communication initiatives, we shall engage and educate all levels of the workforce within Sunway to enable them to understand their responsibility in respect of human rights and to empower them to influence positively and encourage our business partners.