	DOC. NO	SA-PS-01
DOCUMENT: POLICY	REV. No	ORIGINAL
TITLE: SA8000 Compliance	EFF. DATE	01/01/2021

### **Policy Statement**


Classita commits to conform to all requirements of the SA8000 Standard and to respect the international instruments listed below:

- ILO Convention 1 (Hours of Work – Industry) and Recommendation 116 (Reduction of Hours of Work)
- ILO Conventions 29 (Forced Labour) and 105 (Abolition of Forced Labour)
- ILO Convention 87 (Freedom of Association)
- ILO Convention 98 (Right to Organise and Collective Bargaining)
- ILO Conventions 100 (Equal Remuneration) and 111 (Discrimination – Employment and Occupation)
- ILO Convention 102 (Social Security - Minimum Standards)
- ILO Convention 131 (Minimum Wage Fixing)
- ILO Convention 135 (Workers’ Representatives)
- ILO Convention 138 and Recommendation 146 (Minimum Age)
- ILO Convention 155 and Recommendation 164 (Occupational Safety and Health)
- ILO Convention 159 (Vocational Rehabilitation and Employment - Disabled Persons)
- ILO Convention 169 (Indigenous and Tribal Peoples)
- ILO Convention 177 (Home Work)
- ILO Convention 181 (Private Employment Agencies)
- ILO Convention 182 (Worst Forms of Child Labour)
- ILO Convention 183 (Maternity Protection)
- ILO Code of Practice on HIV/AIDS and the World of Work
- Universal Declaration of Human Rights
- The International Covenant on Economic, Social and Cultural Rights
- The International Covenant on Civil and Political Rights
- The United Nations Convention on the Rights of the Child
- The United Nations Convention on the Elimination of All Forms of Discrimination Against Women
- The United Nations Convention on the Elimination of All Forms of Racial Discrimination
- UN Guiding Principles on Business and Human Rights

Classita will bring its policies and procedures into line with all requirements of the SA8000:2014® reference standard; the international standards and agreements and the reference Conventions of the International Labour Organisation (ILO) referred to above; applicable national laws, sector regulations, contractual conditions and any other requirement voluntarily applied and adopted.

The specific commitments made to meet the SA8000:2014® requirements are in brief:

- not favouring, engaging in or supporting the use of child labour;
- not favouring, engaging in or supporting the use of forced labour;
- guaranteeing adequate, safe and healthy workplaces and taking measures to prevent accidents, injuries and occupational illness;

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- respecting the right of workers to participate in trade unions;
- not engaging in or supporting any type of discrimination against employees or applicants;
- not engaging in or supporting disciplinary practices or verbal abuse conflicting with respect for human dignity;
- applying and complying with the working hours set forth by law and ILO standards;
- paying employees a living wage, which would be sufficient to afford a decent standard of living for the worker and their family;
- implementing a supplier qualification and monitoring process that also takes into consideration, as reasonable as it is possible for the Company to do so, compliance with SA8000:2014®;
- guaranteeing all employees adequate training on the SA8000 standard


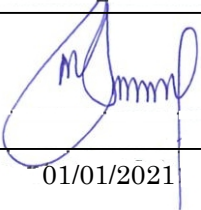

Classita and its management will be accountable to this commitment by actively overseeing and providing the appropriate resources and authority to the respective managers who manage SA8000 implementation. Classita undertakes:

- to assign adequate resources for the implementation and improvement of the SA8000:2014® Management System;
- to inform the various stakeholders of the SA8000 standards through appropriate communication channels and informational activities;
- to involve the parties concerned;
- not to enact any form of retaliation if Classita's actions or conduct not compliant with SA8000:2014® are reported in order to achieve and sustain SA8000 compliance.

### **Procedures**

This policy will be communicated to all employees through:

- SA8000 Training for all employees
- Posting on Classita's notice boards, which is accessible to all employees, in both English and Bahasa Malaysia for the ease of understanding for all employees
- Posting on Classita's website for viewing of all Classita's stakeholders

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<b>Date</b>	01/01/2021	01/01/2021	01/01/2021