

Human Rights Policy

Respect, dignity and freedom of association for staff, customers and suppliers.

EDITION

2026 edition (v2.0)

APPROVED

24 October 2026

APPROVED BY

Kevin Kho Ka Yong,
Managing Director

NEXT REVIEW

October 2027

1. Commitment

Tiger Motors Sdn Bhd respects internationally recognised human rights, guided by the UN Guiding Principles on Business and Human Rights, and complies with the laws of Malaysia and Sarawak.

2. Scope

This policy applies to all employees, directors and contractors, and we expect our suppliers and business partners to uphold the same principles.

3. Our commitments

- Equal opportunity and non-discrimination.
- A safe and healthy workplace in line with the Occupational Safety and Health Act 1994 (as amended).
- Fair pay and reasonable working hours, as set out in our Labour Rights and Living Wages policies.
- No forced labour, child labour or human trafficking in our operations or supply chain.
- Freedom of association and collective bargaining as permitted by Malaysian law.
- Privacy: personal data of customers and employees is handled in line with the Personal Data Protection Act 2010 (as amended in 2024).
- Fair treatment of customers: honest vehicle descriptions, inspection reports and clear loan terms.

4. Due diligence

We assess human rights risks in our operations and key suppliers (vehicle sources, workshops and bodyshops) and act on any issue identified.

5. Grievances

Employees, customers and other stakeholders can raise concerns confidentially through our Whistleblowing Policy channel. Concerns are investigated and remedied where needed, without retaliation.

6. Review

This policy is endorsed by the Managing Director and reviewed every year.

Digitally published copy. This policy was approved by Kevin Kho Ka Yong, Managing Director on 24 October 2026. This public edition carries no signature or company stamp. The signed original is held at our office, and you can check that this copy is current against the version at tigermotors.com.my/esg, or by contacting us.