

TIGER

TIGER MOTORS SDN BHD · ESG POLICY · GOGREEN 2030

Labour Rights Policy

Fair contracts, safe hours, and no forced or child labour in our network.

EDITION

2026 edition (v2.0)

APPROVED

24 October 2026

APPROVED BY

Kevin Kho Ka Yong,
Managing Director

NEXT REVIEW

October 2027

1. Purpose

Tiger Motors Sdn Bhd is committed to fair, safe and respectful employment. We comply with the Labour Ordinance (Sarawak Cap. 76), the Minimum Wages Order in force and other applicable Malaysian labour laws.

2. Principles

- Equal opportunity: no discrimination in hiring, pay, promotion or any employment decision.
- Written terms: every employee receives a written contract setting out pay, hours, leave and benefits.
- Fair wages: at least the national minimum wage, paid on time, with EPF, SOCSO and EIS contributions as required by law.
- Working hours and overtime within legal limits; overtime is voluntary and paid at the statutory rate.
- Leave entitlements, including annual, sick, maternity and paternity leave, as provided by law.
- Health and safety: a safe workplace, safety equipment and training.
- Freedom of association and collective bargaining as permitted by law.
- No child labour and no forced, bonded or compulsory labour; employees keep their own identity documents.
- A workplace free from harassment, including sexual harassment.

3. Grievances

Employees can raise grievances with their supervisor, the Managing Director or through our Whistleblowing Policy, without fear of retaliation. Grievances are acknowledged within 3 working days.

4. Training and development

We provide on-the-job training and opportunities for skills development and career progression.

5. Partners

We expect our workshops, bodyshops and other partners to follow the same standards.

6. Review

This policy is reviewed every year and whenever labour law changes.

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.