

HUMAN RIGHTS PRINCIPLES OF SIRIM GROUP



1 Fair Wages and Working Hours

We are committed to fair compensation and working hours that comply with applicable laws and fundamental labour standards.

2 Non-Discrimination and Equal Opportunity

We practice workforce diversity in terms of gender, race, religion, disability and marital status, taking into account national or cultural sensitivities.

3 Dignity and Respect in the Workplace

We treat all employees and workers with dignity and respect and promote a working environment free from harassment, violent, abuse, or intimidation.

4 Freedom of Association and Collective Bargaining

We respect the rights of employees to freely associate, join trade unions, and engage in collective bargaining in accordance with applicable laws and international standards.

5 Safe and Healthy Working Conditions

We are committed to providing safe, healthy, and secure working conditions for all workers at work. We are continually improving occupational health and safety practices.

6 Access to Remedy

We believe individuals should have access to fair, safe, and effective grievance mechanisms to raise concerns and seek remedy for human rights violations.

7 Inclusive and Accessible Workplace

We are committed to creating an inclusive workplace and ensure accessibility for persons with disabilities.

8 Work-Life Balance and Well Being

We recognise the importance of employee well-being and support reasonable working hours, rest periods, and flexible working arrangements where possible.

9 No Forced or Child Labour

We do not tolerate forced labour, human trafficking, or child labour in our operations or within our value chain.



NIK SAZALI BIN NIK HUSSIN

President and Group Chief Executive Officer
SIRIM Berhad
01 October 2026