



皇城集团

WANG-ZHENG BERHAD

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SUPPLIER CODE OF CONDUCT

1.0 STATEMENT & PURPOSE

Wang-Zheng Berhad (WZB) is committed to sourcing responsibly and ensuring that human rights, labour standards, and environmental considerations are respected throughout the supply chain. This Supplier Code of Conduct (SCoC) establishes WZB's expectations for all suppliers, contractors, and their subcontractors to align with international best practices, including the ILO Core Conventions and the UN Guiding Principles on Business and Human Rights.

2.0 SCOPE & APPLICABILITY

This SCoC applies to all suppliers providing goods and services to WZB. Suppliers must cascade these standards throughout their own supply chains. Compliance with this Code is mandatory and a condition for conducting business with WZB. This Code complements WZB's Procurement Policy and Responsible Sourcing Framework.

3.0 LABOUR & HUMAN RIGHTS PRINCIPLES

Suppliers must respect and uphold the following labour and human rights principles:

3.1 Child Labour

Suppliers must not employ workers younger than 15 years of age or the minimum working age required by law, whichever is higher. Suppliers must implement effective age-verification mechanisms and ensure that young workers (15–18 years) are not assigned hazardous or night work and their education is not compromised.

3.2 Forced Labour

Suppliers must prohibit forced, bonded, indentured, or prison labour and human trafficking. Workers must not be charged recruitment fees, and personal identification documents must not be retained by the supplier. Workers must be free to leave employment with reasonable notice.

3.3 Non-Discrimination & Equal Opportunity

Suppliers must provide equal opportunities and must not discriminate based on gender, race, religion, age, disability, sexual orientation, or any other protected characteristic. Employment-related decisions must be based solely on merit and ability.

3.4 Freedom of Association & Collective Bargaining

Suppliers must respect the rights of workers to form and join trade unions and bargain collectively without retaliation. Where local laws restrict these rights, alternative mechanisms for worker representation must be provided.

3.5 Working Hours

Suppliers must comply with legal requirements regarding working hours and overtime. A standard workweek should not regularly exceed 60 hours including overtime. Workers must have at least one rest day in every seven-day period.

3.6 Wages & Benefits

Suppliers must pay wages and benefits that meet or exceed legal minimum standards. Wages must be sufficient to meet basic living needs. Overtime must be compensated at the legally mandated premium rate.

3.7 Health & Safety

Suppliers must provide a safe and healthy work environment. They must implement appropriate safety management systems, provide personal protective equipment, emergency preparedness training, and ensure access to clean water, sanitation, and medical care.

4.0 INTEGRATION & COMMUNICATION

Suppliers must communicate this SCoC to their workers and subcontractors. WZB will provide guidance and translations where necessary. Compliance with this Code must be integrated into supplier contracts and procurement processes.

5.0 MONITORING, TRAINING & CAPACITY BUILDING

WZB may conduct audits, assessments, and site visits to verify compliance. Suppliers must actively participate in training programmes and build internal capacity to meet the requirements of this SCoC. WZB will support suppliers by sharing best practices and providing training opportunities on labour rights, health and safety, and responsible sourcing practices.

6.0 REPORTING, REMEDIATION & CONSEQUENCES

Suppliers must maintain confidential channels for workers to raise grievances without fear of retaliation. WZB also maintains a whistleblowing mechanism for suppliers and workers. Non-compliance must be remediated through corrective actions within agreed timelines. Persistent failure to comply may result in suspension or termination of business relationships.

7.0 SUPPLIER ACKNOWLEDGEMENT

Suppliers must sign and return the acknowledgement form confirming compliance with this Code. WZB reserves the right to request this form during audits or supplier assessments.

SUPPLIER ACKNOWLEDGEMENT

We acknowledge receipt of Wang-Zheng Berhad's Supplier Code of Conduct and confirm our commitment to comply with all the standards outlined herein. We will cascade these requirements through our operations and supply chain and provide evidence of compliance when requested.

Mr. Hui Ching Chi
Executive Chairman
Date: 1 September 2025

We, _____ hereby
acknowledge the Wang-Zheng Berhad (Company No.: 200301009817 (612237-K) Supplier Code
of Conduct.

Company Name:
Designation:
Date:

Company Stamp: