

## **PREVENTION OF CHILD LABOUR POLICY**

**MIE SUSTAINABLE ENERGY SDN BHD (MIESE)** endeavors to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child or forced labor, or exploitation of children in any of its global operations and facilities.

### **DEFINITION**

Child labor, as defined by the International Labour Organisation (ILO) Convention is “work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of the age of 18 that is hazardous to the physical or mental health of the child.

#### **In the conduct of its business;**

**MIESE** will not employ children that fall into the definition as stipulated by the ILO Convention, notwithstanding any national law or local regulation;

**MIESE** will comply with all other applicable child labor laws, including those related to wages, hours worked, overtime, and working conditions;

**MIESE** is against all forms of exploitation of children. HECSB does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities;

**MIESE** expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in the countries wherein they operate. Should a violation of these Principles become known to Wilmar and not be remediated, we will take serious action, including discontinuation of the business relationship;



**YUSA' HASSAN**  
Chief Executive Officer  
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