



MMS Modern Slavery Policy

Purpose

As part of MMS' Human Rights Commitment, this policy sets out MMS' Policy on tackling modern slavery throughout our organization ("MMS Group"), especially supply chains and is consistent with our parent company, MISC Berhad ("MISC") disclosure obligations under the UK Modern Slavery Act 2015.

Scope

This policy applies to all jurisdictions in which MMS Group operates and covers all individuals working onshore and offshore at all levels and grades on behalf of any company within MMS Group in any capacity whatsoever, including without limitation, the senior management team, employees, consultants, contractors, trainees, homeworkers, part-time and fixed-term employees, casual and agency staff, and volunteers (collectively referred to as "Employees" throughout this policy).

Commitment

MMS is committed to act ethically and with integrity in all our business dealings and relationships and in implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within MMS' own business or in any of MMS' supply chains.

As a member of MISC Group, MMS is also committed in ensuring transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with MISC's disclosure obligations under the UK Modern Slavery Act 2015. MMS expects the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and MMS expects that our suppliers will hold their own suppliers to the same high standards.

In compliance with MMS Human Rights Commitment, we seek to work with contractors who share our values of integrity, committed to fighting bribery and corruption and contribute to sustainable development. MMS requires our contractors to respect internationally-recognised human rights, to comply with MMS Code of Conduct and Business Ethics (CoBE) and all relevant legal requirements.

Review of procedures and training

MMS will provide training to all Employees on modern slavery on a regular basis. The level of training an Employee receives will depend on the specific risks associated with their role.

Consequences of Non-compliance

Non-compliance with this Policy could have serious consequences for MMS, including criminal penalties, loss of customers and reputational damage.

Any Employee who breaches this policy may face disciplinary action, which could result in dismissal for misconduct.

MMS may terminate our relationship with other individuals and organisations working on MMS' behalf if they breach this policy.