



MODERN SLAVERY POLICY

As part of MHB's Human Rights Commitment, this policy sets out MHB's Policy on tackling modern slavery throughout our organisation, and is consistent with MISC's disclosure obligations under the UK Modern Slavery Act 2015.

This policy applies to all jurisdictions in which MHB operates and covers all individuals working onshore and offshore at all levels and grades on behalf of any company within MHB 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).

MHB 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 MHB Group's own business or in any of its activities.

MHB is also committed in ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our activities, consistent with our spirit of disclosure obligations under the UK Modern Slavery Act 2015. MHB 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 MHB expects that our suppliers will hold their own suppliers to the same high standards.

In compliance with MHB 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. MHB requires our contractors to respect internationally-recognised human rights, to comply with MHB Code of Conduct and Business Ethics (CoBE) and all relevant legal requirements.

MHB 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.

Non-compliance with this Policy could have serious consequences for MHB, 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.

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

A handwritten signature in black ink, appearing to read 'Pandai Othman', with a horizontal line underneath.

PANDAI OTHMAN
MANAGING DIRECTOR & CHIEF EXECUTIVE OFFICER
18 FEBRUARY 2021