EXIS TECH

new era in test handling

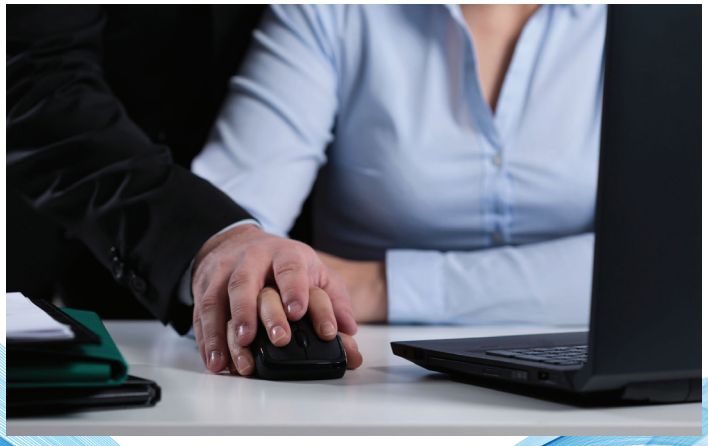
ANTI-HUMAN TRAFFICKING AND ANTI-SLAVERY POLICY

Exis Tech Sdn Bhd is committed to a work environment that is free from human trafficking, smuggling of migrants and slavery. Exis Tech Sdn Bhd strictly prohibits employees, contractors, contractors' employees, subcontractors, subcontractors' employees, and agents from engaging in human trafficking, smuggling of migrants and slavery-related activities.

Human Trafficking

Human trafficking refers to any act that involves the acquisition or the retention of employment or service of a person through coercion, and includes the act of recruiting, transporting, transferring, protecting, providing or accepting a person for the purpose of exploitation. Exploitation refers to any form of sexual exploitation, forced work or services, slavery, practices similar to slavery, or any activity that contravenes the law or human organ transplants (Section 2 of the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007).





Smuggling of Migrants

Smuggling of migrants means arranging, facilitating or planning, directly or indirectly, any unauthorised entry into or through a country, or an unauthorised exit of those who are not citizens or permanent residents of that country. It also means either knowing or having reason to believe that the entry or exit process of that person is not valid. It is the recruiting, transporting, transferring, concealing, harbouring or providing any assistance or services for the purpose of performing the acts referred to above (Section 2 of the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007).

Exis Tech Sdn Bhd will take appropriate disciplinary action for violations of these rules, up to and including discharge of employees, contractors, subcontractors, and agents. Violation of applicable laws may also result in criminal prosecution of responsible individuals.





Mandatory Reporting Requirements

Employees having knowledge of credible information concerning actual or potential violations of this Policy must report them immediately to their supervisor and the Human Resource department of Exis Tech Sdn Bhd. Failure to report actual or potential illegal behaviour or actual or potential violations of this Policy may also subject employees to disciplinary action, up to and including termination of employment, subject to applicable law.

Smuggling of Migrants

Employees of Exis Tech Sdn Bhd are required to cooperate in any internal or external investigation of suspected wrongdoing under this Policy. Any failure by an employee to completely cooperate, or any action to hinder an investigation or audit, including for example, hiding or destroying any information or documentation, providing false answers or false information, or deleting email or other documents, may be grounds for disciplinary action, up to and including termination of employment, subject to applicable law.

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