ETHICAL RECRUITMENT AND EMPLOYMENT POLICY

1. Purpose and Scope

Able-Speed Group is committed to ensuring that all workers are recruited and employed ethically, fairly, and in accordance with applicable laws and regulations.

This Policy applies to Able-Speed Group's employees and management, and to recruitment agencies, contractors, suppliers, and other business partners where relevant to their activities or contractual relationship with the Group.It supports the Group's commitments under its Code of Ethics, Corporate Social Responsibility (CSR) requirements, Responsible Business Alliance (RBA) standards, Environmental, Social, and Governance (ESG) principles, and applicable legal and regulatory requirements. Able-Speed Group is committed to maintaining high standards of ethical conduct, integrity, respect for human rights, and environmental responsibility. This Policy establishes a common framework for ethical business practices and responsible sourcing across Able-Speed entities in Malaysia (ASMY) and the Philippines (ASMPI).

2. Policy Statement

Able-Speed Group is committed to ethical recruitment and responsible employment practices throughout its operations and supply chain. We are committed to:

- Providing employment that is freely chosen and voluntary.
- Prohibiting forced labor, bonded labor, prison labor, slavery, human trafficking, and child labor.
- Ensuring equal employment opportunities and fair treatment for all workers.
- Respecting workers' fundamental human rights, dignity, and freedom of movement.
- Providing clear and transparent employment terms and conditions.
- Ensuring that recruitment fees and related costs are not borne by workers.
- Protecting workers from discrimination, harassment, retaliation, and exploitation.

3. Employment Principles

Able-Speed Group expects that:

- All employment relationships shall comply with applicable labor laws and regulations.
- Workers shall receive written employment terms that are understood and accepted before commencing employment.
- Workers shall not be required to surrender passports, identification documents, or personal belongings as a condition of employment.
- Workers shall have the right to resign or terminate employment subject to applicable contractual and legal requirements.
- All workers shall be treated with dignity, respect, and fairness.
- Child labor, forced labor, and human trafficking are strictly prohibited.

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- Recruitment agencies and labor providers engaged by Able-Speed shall comply with this Policy and applicable legal requirements.

4. Recruitment Practices

Able-Speed Group is committed to responsible and transparent recruitment practices by:

- Providing accurate information regarding job opportunities and employment conditions.
- Ensuring employment contracts are provided in a language understood by the worker were reasonably practicable.
- Conducting due diligence on labor providers and recruitment agencies.
- Prohibiting recruitment fees, placement fees, or similar charges to workers.
- Taking corrective action where non-compliance is identified

5. Worker Rights and Grievance Mechanisms

Workers shall have access to appropriate grievance and reporting channels without fear of retaliation. Able-Speed Group encourages workers to raise concerns in good faith through established grievance and whistleblowing mechanisms. All reports will be handled with appropriate confidentiality and in accordance with applicable laws, policies, and procedures.

6. Roles and Responsibilities

- Management shall promote compliance with this Policy throughout the organization.
- Human Resources and designated personnel shall implement and monitor ethical recruitment and employment practices.
- Suppliers, contractors, recruitment agencies, and labor providers are expected to comply with this Policy as applicable to their business relationship with Able-Speed.
- Employees and stakeholders are encouraged to report concerns in good faith.

7. Compliance and Review

Violations of this Policy may result in appropriate corrective action, disciplinary measures, termination of contractual relationships, or other actions permitted by applicable law.

This Policy shall be reviewed periodically and updated when required by changes in business operations, applicable requirements, or Group governance.

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