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| <br><b>GERAK<br/>SAGA</b> | <b>GERAK SAGA SDN. BHD.</b> (Co. No.: 201401022122 (1098208-V)) |                            |           |   |           |            | <b>PP</b> |
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|   | Doc Title:  | <b>Human Rights Policy</b> |           |   |           |            |           |

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Gerak Saga Sdn Bhd (henceforth known as The Company) uphold and comply to the core labour and human rights within the provisions made in the FSC National Forest Stewardship Standard of Malaysia, Principle 2 on Workers' Right and Employment Conditions and the International Labour Organization Declaration on the Fundamental Principles and Rights at Work (1998).

The Company will continue to ensure that employees and contractors are properly informed of their core labour rights and the Company's responsibilities within the provisions;

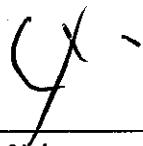
**The FSC National Forest Stewardship Standard of Malaysia: *Principle 2 - Workers' Rights and Employment Conditions;***

The Company shall maintain or enhance the social and economic wellbeing of workers and the Company shall uphold the principles and rights at work as defined in the ILO Declaration on the Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions;

1. ILO Convention No.87: Freedom of Association and Protection of the Right to Organise, 1948.
2. ILO Convention No.98: The Right to Organise and Collective Bargaining, 1949.
3. Forced Labour Convention, 1930
4. Abolition of Forced Labour Convention, 1957
5. Minimum Age Convention, 1973
6. Worst Forms of Child Labour Convention, 1999
7. Equal Remuneration Convention, 1951
8. Discrimination (Employment and Occupation) Convention, 1958

The Human Rights policy is to be communicated to all employees, contractors and others associated with the Company.

Endorsed by,



**Glen MacNair**  
Managing Director