



Title	Riverstone -Social Compliance Policy	Document No	: HR-PO-02
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DEPT	: Company Level Policy Riverstone Resources Sdn . Bhd	Revision Date	: 2/1/2022

Riverstone Resources Sdn.Bhd is adopted Wrap's principles as Company Social Compliance Policy as stated below :

1 Compliance with Laws and workplace Regulation

Riverstone will comply with laws and regulations in all locations where we conduct our business. All facilities will comply with the legal requirement and standards of industry under the local national laws of the jurisdiction in which the facilities are doing business, along with any applicable international laws. This will cover all labor and employment laws of those jurisdictions, as well as laws governing the conduct of business in general, including rules and standards of ethics dealing with corruption and transparency, and any relevant environmental laws.

2 Prohibition of Forced Labor

Riverstone will not use involuntary, forces or trafficked labor . Facilities will maintain employment strictly on a voluntary basis. We will not use any forced, prison, indentured, bonded or trafficked labor. This will include ensuring that any workers hired will be under labor contracts that fully comply with all relevant legal requirements and do not impose any form of coercion (including imposing substantial fines or loss of residency papers by workers leaving employment or restricting a worker's ability to voluntarily end his/her employment). In addition, workers should not be employed subject to any financial or collateral guarantee or debt security; any recruitment fees involved should be borne by facilities, not workers. Further , facilities will ensure that the workers' travel documents are not withheld and that all written contracts are in a language understood by the workers.

3 Prohibition Of child labor

Riverstone will not hire any employee under the age of 15 . Facilities will ensure we do not engage in any form of child labor, including, but not limited to to, the internationally recognized worst forms of child labor. Consistent with ILO convention 138, facilities may not employ any person at an age younger than the law of the jurisdiction allows and in any case not below the age of 15. Further if, where permitted by local law, a facility employs young workers (defined as workers whose age is between the minimum age of employment and 18 years), the facility will also will comply with any applicable legal restrictions on the nature and volume of work performed by such young workers, as well as any other requirements imposed by law, including, limitations related to working hours and to ensuring that such young workers do not perform any hazardous work (e.g, chemical handling or operating heavy machinery)

4 Prohibition of harassment and abuse

Riverstone will provide a work environment free of supervisory or co-worker harassment and abuse, and free of corporal punishment in any form.

Facilities will ensure a workplace that is respectful of the worker's right and dignity. This includes ensuring that no corporal punishment or physical coercion be used. We will not engage in or tolerate either at the workplace or in residential quarter /hostel provide by facilities any sexual harassment or abuse, indecent or threatening gestures, abusive tone or language or any other kind of undesired physical or verbal contact, such as bullying. In particular, facilities will ensure proper training at all levels, including management, supervisors and workers, to secure a workplace free of harassment and abuse.

5 Compensation and benefits

Riverstone will pay at least the minimum total compensation required by local law, including all mandated wages, allowances and benefits. Facilities will ensure proper compensation for their employees, for all the work done, by providing in a timely manner all the wages and benefits that are in compliance with the local and national laws . This will include any premiums for overtime work or work done during holidays, as well as any allowances or benefits, including any mandatory social insurance, required by local law.

6 Hours of work

Hours worked each day, and days worked each week and each month, should not exceed the limitation of Malaysian law. Riverstone will provide at least one day off in every seven day period, except as required to meet urgent business needs. Riverstone put target working hours per week not more than 60 hours.

7 Discrimination

Riverstone will employ, pay, promote, and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs. Facilities will ensure that all terms and conditions of employment are based on an individual's ability to do the job, and not on the basis of any personal characteristics or beliefs. We will ensure that any employment decision, involving hiring, firing, assigning work, paying or promoting is made without discriminating against the employees on the basis of race, color, national origin, gender, age, sexual orientation, religion, disability, or other similar factor (pregnancy, political opinion of affiliation, social status, etc)

8 Health and Safety

Riverstone will provide a safe and healthy work environment. Where hostel is provided for workers, we will ensure it is safe and healthy housing. Facilities will provide a safe, clean, healthy and productive workplace for our employees. We shall prioritize worker health and safety above all else, and proactively address any safety issues that could arise. This will include a wide variety of requirements, such as, ensuring, among other things, the availability of clean drinking water (at no charge to workers), adequate medical resources, fire exits and safety equipment, well lighted and comfortable workstations, and clean restrooms. Further, facilities shall adequately train all workers on how to perform their jobs safely.

9 Freedom of Association & collective bargaining

Riverstone will recognize and respect the right of employees to exercise their lawful rights of free association and collective bargaining. Facilities will respect the freedom of each employee to choose for him or herself whether or not to join a workers association. We cannot discriminate against workers based on whether or not they choose to associate. Both the facility and the workers shall ensure they conduct themselves in accordance with all relevant laws in this regard. Facilities will ensure an effective mechanism is in place to address any workplace grievance.

10 Environment

Riverstone will comply with environmental rules, regulations and standards applicable to our operations and will observe environmentally conscious practise in all locations of our operation. Facilities will ensure compliance with all applicable legally mandated environmental standards, and should demonstrate a commitment to protecting the environment by actively monitor the environmental practices, In particular, we will ensure proper waste management, including monitoring the disposal of any waste material whether solid, liquid or gaseous to ensure such disposal is done safely and in a manner consistent with all relevant laws. We are encouraged to minimize their impact on the environment by applying the principles of reduce, reuse and recycle throughout our operations.

11 Custome Compliance

Riverstone will comply with applicable custom laws, and in particular, will establish and maintain program with custom laws regarding illegal transshipment of finished product . We will ensure that all mechandise is accurately marked or labeled in compliance with all applicable laws. In addition, we will keep records for all materials and order, as well as maintain production records.

12 Security

Riverstone will maintain appropriate procedures in order to ensure proper corporate securities, transportation security, and people and physical security at the facility

Riverstone will ensure adequate controls are in place to safeguard against introduction of any non manifested cargo. Riverstone recognizes United States Custome and Border Protection (CBP)'s C-TPAT Guidelines for Foreign Manufacturers as minimum requirements and has adopted those guidelines in our security policy.

Approved By :



Wong Teek Son
Managing Director

Note : This policy is cross reference to :

1. Wrap Principles
2. RS labor Policy
3. RS Health and Enviromental Policy