

 <p style="text-align: center;"><b>CRG</b> <b>Statement</b></p>	<u>Document Title</u>	Document No.: CST-HP-001(07)	
	<b>Social Compliance Policy</b>	Issue No.: 2	Revision No.: 02
		Effective Date: 15.08.2025	
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### 1. Purpose

The purpose of this policy is to clearly understand CRG's social responsibilities and obligations, and outline CRG's commitment to ethical business practices, sustainability and contributing positively to society and the environment.

### 2. Overview

CRG is committed to comply with all applicable national and local laws and regulations, as well as the international labour standards. CRG shall align with the requirements as stipulated in the Ethical Trading Initiative (ETI) Base Code, International Labour Organization (ILO) and ILO Indicators of Forced Labour, Worldwide Responsible Accredited Production (WRAP) 12 Principles, UN Guiding Principles on Business and Human Rights, and the 10 UN Global Compact Principles, and respects human rights as set out in the Universal Declaration of Human Rights (UNDR).

### 3. Policy Statement

CRG is committed to ensure the implementation of this Social Compliance Policy and to conform on the following requirements for continuous improvement.

#### 3.1 Prohibition of Child Labour

CRG shall comply with applicable minimum age requirement and does not employ child labour or any worker below 18 years old.

#### 3.2 Anti-Human Trafficking

CRG prohibits human trafficking related activities include engaging in sex trafficking, procuring commercial sex acts, using force, fraud, or coercion to subject a person to involuntary, servitude, or obtaining labour from a person by threats of serious harm to that person or another person.

#### 3.3 Prohibition of Forced Labour

CRG shall ensure forced labour is not used in the production of CRG products and ensure that the overall terms of employment are voluntary and not use of any forced or involuntary labour, whether prison, bonded, indentured or otherwise. Employees have the right to decline overtime when offered and will not be forced to work overtime involuntarily.

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### **3.4 Non-Discrimination**

CRG prohibits discrimination based on race, colour, age, gender, sexual orientation, ethnicity, religion, disability, union membership or political affiliation.

### **3.5 Anti-Harassment and Abuse**

CRG shall treat all employees with respect and dignity and prevent any form of harassment or abuse in the workplace. CRG prohibits also on corporal punishment, threats of violence or other forms of physical, sexual, psychological, or verbal harassment or abuse.

### **3.6 Resolving Grievance**

CRG shall establish a mechanism for employees to share grievance and ensure equal and fair treatment to resolve employees' grievance at the lowest level.

### **3.7 Freedom of Association and Collective Bargaining**

CRG recognizes and respects the legal rights of employees to exercise freedom of association and collective bargaining. CRG shall allow employees the right to freely join any association of their choosing and shall not interfere with employees who wish to lawfully and peacefully associate, organise or bargain collectively.

### **3.8 Disciplinary Action**


CRG shall ensure that if employee's conduct is unsatisfactory or fails to meet the company's expectations, corrective action may be taken using progressive discipline. Serious offences may result in heavy punishment or termination.

### **3.9 Working Hours**

CRG shall ensure that employees are not permitted to work exceeding the maximum limit of 12 hours per day or 60 total working hours per week. CRG shall comply with all applicable laws and regulations which has one rest day in a week.

### **3.10 Wages and Benefits**

CRG shall provide employees with competitive wages and benefits in accordance with all applicable laws and regulations to meet or exceed the legally required minimum wage. CRG shall ensure that overtime is paid as required by law and regulations.

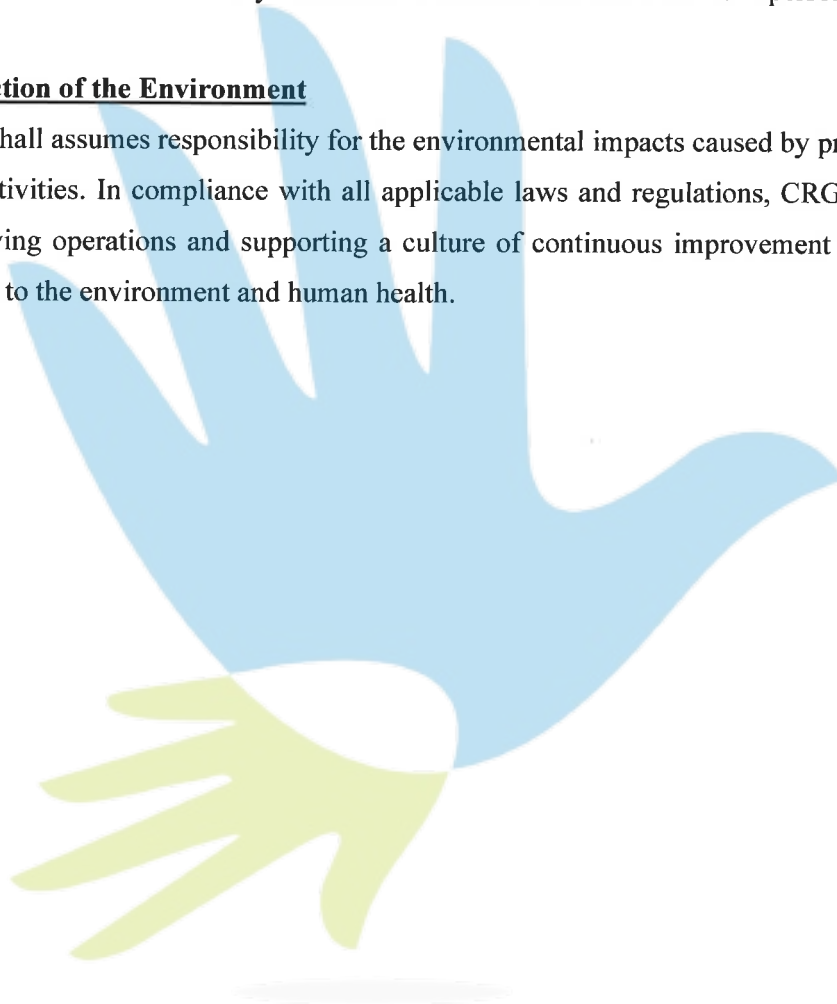
 <b>CRG</b> <b>Statement</b> ComfortRubberGloves	<u>Document Title</u>	Document No.: CST-HP-001(07)	
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### 3.11 Health & Safety

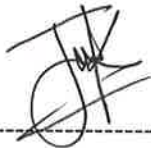
CRG shall provide a safe and healthy workplace in compliance with all applicable laws and regulations and eliminate any conditions or hazards that could result in personal or ill health.

### 3.12 Protection of the Environment

CRG shall assume responsibility for the environmental impacts caused by production process and activities. In compliance with all applicable laws and regulations, CRG is committed to improving operations and supporting a culture of continuous improvement to minimize any impact to the environment and human health.



Reviewed by:



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Position : Director

Date : 15<sup>th</sup> August 2025