



Managed by Paradigm REIT Management Sdn Bhd

HUMAN RIGHTS POLICY

Effective Date: 16 May 2025

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DEFINITION

Board	Board of Directors of Paradigm REIT Management Sdn Bhd
PRMSB or Manager	Paradigm REIT Management Sdn Bhd
Paradigm REIT	A diversified REIT established in Malaysia and constituted by a deed of trust
Service Provider(s)	External party(ies) with whom the Manager has, or plans to establish, some business relationship. This may include outsourcing providers, contractors, consultants, suppliers, vendors, advisors, agents, distributors and representatives.

1. INTRODUCTION

The objective of this Policy is to promote human rights in our relationship with our Board, employees, Service Providers, communities and other business stakeholders. Respect for human rights is a fundamental value of PRMSB and this Policy provides a basis for embedding the responsibility to respect human rights through all business functions.

2. SCOPE

PRMSB is committed to human rights in all aspects of our operations. This policy extends to the Board, employees and service providers, embedding human rights as one of PRMSB's values. Guided by the principles of the Universal Declaration of Human Rights, PRMSB strives to eliminate child and forced labour, ensure fair employment and remuneration, maintain safe workplaces, uphold freedom of association, enforce zero tolerance for harassment and protect children's rights.

3. PRINCIPLES

PRMSB is guided by the principles as expressed in the Universal Declaration of Human Rights including as follows:

a) No child labour and upholding protection of children's rights

PRMSB is committed to safeguarding children's rights and wellbeing by preventing child labour, trafficking, and exploitation. We comply with all applicable laws, uphold minimum employment age requirements, and do not employ child labour.

b) No forced labour

We prohibit all forms of forced labour, slavery, and human trafficking.

c) Fair employment and remuneration

PRMSB operates in full compliance with the applicable laws and do not discriminate against any employee or applicant for employment because of race, colour, gender, age, disability, religion,

ethnic background or marital status.

Employees are compensated fairly and working hours and overtime are in accordance with the applicable laws. We remunerate our employees equitably based on qualifications, job scope, skills and experience relevant to the work performance expectations.

d) Safety and health

PRMSB is committed to provide a safe working environment for our employees in compliance with the applicable health and safety regulations, laws and requirements.

e) Freedom of association

PRMSB respect workers' right to freely associate and form groups for collective bargaining. We believe that every employee has a right to freedom of speech and expression.

f) Preventing harassment and abuse

PRMSB has zero tolerance against any form of harassment and abuse including power, psychological, discriminatory and personal harassment.

4. CIRCULATION AND REVIEW

This Policy will be:

- a) Circulated to all Directors, Employees and Service Providers;
- b) Updated as and when required and in any event at least once every three (3) years; and
- c) Any revisions or amendments to this Policy will be submitted for approval by the Board and communicated to all Employees. The revised Policy will supersede any previous versions.