



**PIRAMID INTAN SDN. BHD.**  
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## **MENGIONG – GAAT FMU Forest Timber Licence No. T/3401 (STIDC)**

### **SOCIAL PRACTICE POLICY**

PIRAMID INTAN SDN. BHD. (PIRAMID INTAN) strives to be a forward-thinking entity encompasses a wide variety of social practices from initiating environmental and philanthropy efforts to embedding sustainability into its core business operations to create shared value for business and society.

PIRAMID INTAN is therefore committed to the following social practice principles:

1. All employees shall be treated fairly, equally and ethically in recruitment and career progression regardless of gender, race and religious backgrounds.
2. Any matters concerning indigenous issues are mitigated through a common platform to ensure a communal balance with discussions done in proper and amicable manner among all parties.
3. PIRAMID INTAN encourages a community commitment among its employees with open feedback culture and establishment of recognition system, which create a shared pride in the employees' contributions and achievements.
4. A safe, supportive and respectful working environment shall be provided against any sort of intimidations through the management and implementation of the sexual harassment and violence policy.
5. PIRAMID INTAN shall respect the rights of all employees to join trade unions of their choices and to bargain collectively.
6. PIRAMID INTAN does not condone forced labour or child labour.

**LIM HONG HIN**  
**Director**  
September, 2023