



MBM RESOURCES BERHAD GROUP

COVID-19 VACCINATION POLICY

Purpose

In accordance with MBM Resources Berhad and its Subsidiary Companies (“MBMR Group”) duty to provide and maintain a safe and healthy workplace that is free of known hazards, we are adopting this policy to safeguard the health and safety of our employees and their families; our customers, vendors, service providers and visitors; and the community at large from infectious diseases, such as COVID-19 or influenza, that may be reduced by vaccinations. This policy is issued in accordance with applicable laws and is based on guidance from the Malaysian Ministry of Health and local health authorities as at the date of this policy and may be updated from time to time to align with the latest legislation, regulations, or directives.

Scope and Applicability

This policy is applicable to all employees, vendors, service providers and visitors of the MBMR Group.

Policy

The MBMR Group strongly encourages all employees to receive the Covid-19 vaccine which may be determined by the Malaysian Ministry of Health (“Ministry”) via the MySejahtera Application, or any other methods used by the Ministry and/or by the MBMR Group via its Covid-19 private vaccination initiative. The vaccine shall be provided at no cost to the employee.

For employees who do not wish to receive the vaccine at this time, they shall:

- i. Be required to apply for exemption via the Human Resource Department due to health reasons and/or disability with supporting documents from a MBMR Group approved registered medical practitioner.
- ii. Be required to wear additional approved Personal Protective Equipment (“PPE”) and additional identification at the workplace at all times.
- iii. Not be allowed to utilise any social common areas at the workplace including canteen, chillout and/or pantry area.
- iv. Be required to comply with any other requirements, policy and/or procedures determined by the MBMR Group from time to time.

The MBMR Group shall only accept vendors, service providers or visitors who have been fully vaccinated and the MBMR Group shall have the absolute right to deny entry of any person who has not been vaccinated. For the avoidance of doubt, “fully vaccinated” shall mean that the applicable person has completed all the required number of doses for the particular vaccine received, including any booster shots and/or any additional requirements which may be required and/or determined by the Ministry from time to time.



The MBMR Group is committed to continue to provide the necessary support, education and awareness on the risk and benefits of vaccination to all employees. The Group shall also continue to advocate and implement the necessary processes and procedures to ensure the health and safety of all employees and their families.

Procedures

Employees are responsible for registering and scheduling the recommended Covid-19 vaccination as approved by the Malaysian Ministry of Health. Where employees have opted for vaccination via MBMR Group private vaccination initiative, the Human Resource Department shall notify the respective employees on the management of the vaccination. Employees should voluntarily present themselves at the assigned vaccination centre at the specific date and time assigned.

To establish that employees, vendors, service providers and/or visitors have been vaccinated, the MBMR Group may request employees, vendors and/or visitors to present evidence of vaccination and subject to health self-declaration before entering any MBMR Group's property.

Whistleblowing Procedures

The MBMR Group is committed to provide and maintain a safe and healthy workplace. If any employee, vendor, service provider or visitor intends to disclose or report any issue with regards to this policy or its implementation, they may raise their concerns through established whistleblowing channels by the MBMR Group published at our website (<https://bit.ly/3lb2NYz>).

Effective: 25th August 2021