



Marelli Automotive Lighting Malaysia Sdn Bhd (MALM) demonstrates a strong commitment to the principles of the SA8000 standard, focusing on respect for human rights, workers' dignity, and ethical practices throughout its operations and supply chain.

Scope of Application:

The policy applies to all MALM business operations, subsidiaries, suppliers, contractors, and supply chain partners, ensuring SA8000 compliance across the value chain.

Fundamental Principles:

- **Child Labour:** Marelli prohibits child labor, adhering to local legislation and international conventions, and does not establish relationships with third parties employing child labor.
- **Forced or Compulsory Labour:** All forms of labor exploitation, modern slavery, forced or compulsory labor, and human trafficking are strictly prohibited.
- **Health and Safety:** Marelli is committed to providing a safe and healthy working environment, complying with local laws and collective agreements.
- **Freedom of Association and Collective Bargaining:** The company respects workers' rights to freedom of association and collective bargaining, ensuring no discrimination or retaliation for exercising these rights.
- **Discrimination:** Marelli rejects all forms of discrimination and aligns with national anti-discrimination laws.
- **Disciplinary Practices:** The company prohibits corporal punishment, mental or physical coercion, and verbal abuse, ensuring disciplinary actions respect worker dignity.
- **Working Hours, Benefits, and Wages:** Marelli complies with applicable laws regarding working hours, wages, and benefits, aiming to exceed minimum standards and respect collective agreements.

Company Commitments:

- Establishment of a Social Performance Team to oversee SA8000 implementation.
- Management systems for monitoring, evaluation, and regular review of SA8000 compliance.
- Training and awareness programs for employees and business partners.
- Stakeholder engagement and openness to audits.
- Transparent and anonymous grievance mechanisms for reporting violations.

Responsibilities and Management:

General Management oversees policy implementation, with the Social Performance Team ensuring conformity and necessary measures.

Policy Review:

The policy is reviewed annually to maintain relevance and adequacy.

Communication:

Marelli ensures the SA8000 Policy is communicated to all employees, suppliers, and stakeholders, and is publicly accessible.

This approach reflects Marelli's commitment to ethical business practices, compliance with international standards, and continuous improvement in social responsibility.

Penang Malaysia, August 2025

Teoh Chin Por
Managing Director

A handwritten signature in black ink, appearing to read 'Teoh Chin Por', is placed over the printed name and title.