



MAH SING GROUP BERHAD

PREGNANT & NURSING MOTHERS POLICY

UPDATED: 13 JULY 2022

In compliance with the Guidelines on Reproductive Health Policy & Programmes at the Workplace 2002 (issued by the Department of Occupational Safety & Health, Ministry of Human Resource Malaysia), we aim to provide a safe environment for pregnant and nursing mothers.

1. DEFINITION

Company	Mah Sing Group Berhad
Pregnant Mothers	A woman who is medically certified to be pregnant and informs the Company of her condition
Nursing Mothers	A woman who, having given birth not more than 24 weeks previously, is breastfeeding and informs the Company of her condition
Child	Offspring in a woman's womb or below 24 weeks old after birth
Human Resource (HR)	The relevant department in the Company responsible for human resources which include the provision of manpower supply
Maternity leave	Leave granted to a mother before and after the birth of her child.
Employment Act	Employment Act 1955 of Malaysia, together with supplemental and amendments.
Guidelines on Reproductive Health	Guidelines on Reproductive Health Policy & Programmes at the Workplace 2002 (issued by Department of Occupational Safety & Health, Ministry of Human Resource Malaysia)

2. OBJECTIVE

This policy is to ensure that pregnant and nursing mothers and their children are not harmed during the course of work in the Company.

3. POLICY STATEMENT

- The Company will not dismiss any employee for becoming pregnant
- The Company will ensure that all Pregnant Mothers will be granted the following:
 - At a minimum, paid Maternity Leave as stated in the Employment Act
 - The right to return to the same job or equivalent after Maternity Leave
- The Company will provide health protection in the workplace where pregnant or nursing mothers shall not perform work that may be harmful to their health or that of their child according to the Guidelines on Reproductive Health.

4. RESPONSIBILITY

The People Department is overall responsible for implementation of this policy. All Company's employees are responsible to comply with the policy of the Company.