



Sabah Softwoods Berhad
Co. No. 197301003426 (16887-D)

FREEDOM OF ASSOCIATION STATEMENT

Sabah Softwoods Berhad (SSB) recognizes and respects employees' rights and freedom to join or to refrain from joining organizations of their own choosing, to associate freely and bargain collectively.

The company shall, in situations where the right to freedom of association and collective bargaining are restricted under law, make employees at all levels aware of those rights and shall therefore be provided an alternative parallel means of bargaining and/or negotiations. No worker shall be subject to dismissal, discrimination, harassment, intimidation or retaliation by reason of their membership in a lawful workers' association or union.

Sabah Softwoods Berhad (SSB)'s long-standing belief is that the interests of company and its employees are best served through a favorable, collaborative work environment which facilitates open communication and direct engagement between employees and management. SSB endeavors to establish such favorable employment conditions, to promote positive relationship between employees and managers, to facilitate employee direct engagement, and to support employee development.

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Haji Mohd Daud Bin Tampokong
(Chief Executive Officer)

1st April, 2022
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