



## Labour Issue Mitigation Initiatives

*Mitigation or preventative measure(s) taken for any labour or work issues raised from IGNIS.*

ISSUE CATEGORY	MITIGATION STATEMENT
<b>Discrimination</b>	IGNIS maintains a zero-tolerance towards discrimination based on race, gender, religion, or any other characteristic protected by law. To ensure that any concerns are promptly addressed, a dedicated email has been made available on our official website. This dedicated email allows individuals to report any incidents of discrimination or unfair treatment in a confidential and secure manner.
<b>Sexual Harassment</b>	IGNIS maintains a zero tolerance towards any form of sexual harassment, ensuring that all employees, partners, and stakeholders are treated with dignity and respect. To facilitate the reporting of any incidents, a dedicated email is available on our official website. This dedicated email allows individuals to confidentially report any cases of sexual harassment.
<b>Equal Pay for Equal Work</b>	IGNIS promotes access to equal rewards, resources and opportunities regardless of gender.
<b>Gender Equity in Labour and Work</b>	IGNIS promotes gender equity in all aspects of labour and work. Initiatives to encourage female participation and leadership, along with supportive workplace initiatives, are implemented to ensure gender equity.
<b>Forced Labour</b>	IGNIS adheres to local laws and strictly prohibits any form of forced labour. All employment is voluntary, and workers are free to leave at any time.
<b>Child Labour</b>	IGNIS adheres to local laws prohibiting child labour. Age verification processes and strict hiring practices are

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	enforced to prevent the employment of underage workers.
<b>Human Trafficking</b>	IGNIS adheres to local laws and regulations regarding human trafficking, forced labour and child labour.

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For further information or to report a concern, please contact us at [inquiry@ignismalaysia.com](mailto:inquiry@ignismalaysia.com)

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