

## ETHICS

At the core of our operations is a commitment to ethics, which serves as the foundation of our sustainability efforts. We have established a comprehensive code of ethics and conduct to guide our decisions and actions, ensuring strict compliance with all relevant laws and regulations. Transparency is a cornerstone of our business practices, fostering trust and accountability across all stakeholders and driving responsible growth.



Our policy condition of Employment will define the following:

- 1.1 Employment of Young Person & Children labour – All employment practises will follow the guideline on Employment of Young Person & Child Labour issued by Ministry of Manpower (MOM), Singapore
- 1.2 Discrimination of employment – Fair Employment Practise Act
- 1.3 Freedom of Association – Free to join any association / trade union
- 1.4 Discrimination of Person of its kind - Gender, race, religion, medical condition, etc
- 1.5 Force labour – No force labour is allow within the Group



To learn more about our ethics policy and how it aligns with corporate responsibility, we invite you to reach out to us. By contacting [hr@amt-mat.com](mailto:hr@amt-mat.com), you can gain a deeper understanding of our commitment to ethical business practices. Our policy is designed to ensure transparency, integrity, and accountability in all aspects of our operations, fostering trust with stakeholders and partners alike. We are here to help you explore how our principles can complement your own corporate responsibility framework, creating a foundation for successful and responsible collaboration.