

Date: 1 October 2019

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING POLICY

CWG Holdings Berhad and its subsidiaries ("CWG Group") respects the Employees' rights to form and join trade unions or other worker associations of their own choosing without harassment, interference or retaliation. This includes the rights of the Employees to freedom of association and collective bargaining.

Freedom of Association means allowing workers to form and join trade unions, worker associations and worker councils or committees of their own choosing. The purpose is to have good two-way communication between management and workers.

Collective Bargaining is the way employers and trade union representatives reach agreements on working conditions, wages, overtime, grievance procedures and worker involvement in workplace affairs.

Worker freedom to join unions or worker organizations and collective bargaining are basic building blocks for healthy employer-worker relations.