



UNIVERSITI  
TEKNOLOGI  
PETRONAS

## HUMAN RIGHTS POLICY

Institute of Technology PETRONAS Sdn. Bhd. (ITPSB) (Company No. 199501023672 (352875-U)) is a company incorporated in Malaysia which owns and manages Universiti Teknologi PETRONAS (UTP), a private higher educational institution.

This Policy contains our overarching commitment to respect human rights, which is also reflected in other policies, frameworks, guidelines and processes throughout our business.

### Policy Statement

ITPSB (UTP) is committed to respecting all internationally recognised human rights, as set out in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, being guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs), complying with all applicable laws in the countries in which we operate.

### Delivery

#### **Respect and acknowledgement of internationally recognised human rights**

We are committed to respecting the human rights of all people who are impacted by our activities, as well as respecting diversity and inclusion, elimination of all forms of discrimination as defined by applicable laws, modern slavery, child labour and human trafficking.

#### **Adoption of a risk-based approach to human rights due diligence**

Areas of material importance include labour and working conditions, supply chain, responsible security, communities' well-being and how they are impacted by, among other things, climate change, environmental issues and energy transition. We apply a risk-based due diligence approach to identify, prevent, mitigate and address actual and potential adverse human rights impacts arising from activities performed across the organisation, and resulting directly from our operations, products or services, with a focus on significant risks and priority areas, and with input from engagement with relevant stakeholders.

#### **Access to effective grievance mechanisms and remedies**

We are committed to providing for and cooperating in the remediation of adverse human rights impacts that we identify we have caused or contributed to. Our grievance mechanisms are designed to be confidential, reasonably prompt, non-retaliatory and fair. We seek to ensure that our grievance mechanisms are accessible to all stakeholders, including within and outside our organisation.

## Governance & Implementation

This Policy is approved by the Board of Directors, and its implementation is overseen by the leadership team. Human rights management in ITPSB (UTP) is guided by supporting documents, including ITPSB (UTP) Code of Conduct and Business Ethics (CoBE) and Contractors Code of Conduct on Human Rights (CoCHR).

This Policy applies to every employee, director, and officer of ITPSB (UTP) and student of UTP. Third parties that may perform works or services for or on behalf of ITPSB(UTP) and joint venture companies in which ITPSB (UTP) is not a controlling stakeholder and associate companies of ITPSB (UTP) are encouraged to adopt this Policy or similar principles and standards.



**Ir Mohamed Firouz Asnan**

President and CEO

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