



ASIA FILE CORPORATION BHD

Registration No. 199401027510 (313192-P)
(Incorporated in Malaysia)

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

We are committed to preventing slavery and human trafficking in our corporate activities and to ensuring that our supply chains are free from any form of slavery and human trafficking.

Organization Structure and Supply Chains

Asia File Group was founded in the 1980s and has been listed on the Stock Exchange of Malaysia since 1996.

We are the largest files manufacturer and market leader in Malaysia and export to various countries around the world, including the United Kingdom, Europe, North America, Australia, New Zealand, Middle East, Africa and the Asia Pacific region.

Asia File Group comprises its holding company, Asia File Corporation Berhad, and various subsidiaries. Among its major subsidiaries are:

- Asia File Products Sdn Bhd (Malaysia);
- AFP Composite Sdn Bhd (Malaysia);
- Supportive Technology Sdn Bhd (Malaysia);
- Plastoreg Smidt GmbH (Germany);
- Plastoreg Eastlight Limited (United Kingdom);
- Premier Stationery Limited (United Kingdom);
- ABBA Marketing Sdn Bhd (Malaysia); and
- Higher Kings Mill Limited (United Kingdom).

During the financial year ended 31 March 2026, the Group's annual turnover was in excess of £44 million. Our manufacturing facilities comprise an operating area of more than 1 million square feet and the Group has approximately 640 employees worldwide.

Asia File Group's core business comprises the manufacturing and distribution of filing and stationery products, crafted from quality paperboard, plastics and metals. As part of its product diversification plans, the Group has successfully ventured into a broad range of recyclable consumer, foodware and packaging film products. For more information, please visit the Group's website.

During the financial year, the Group did not identify any instances of slavery or human trafficking within its operations or supply chains. The Group will continue to assess and monitor potential risks and will take appropriate remedial action where any concerns are identified.

Our Policies and Due Diligence Process

As part of our initiatives to identify and mitigate the risk of engaging in modern slavery and human trafficking, we have put in place systems and procedures to:

- identify and assess potential risk areas when taking on new suppliers and regularly review our existing supply chains;
- mitigate the risk of slavery and human trafficking occurring in our supply chains;
- monitor potential risk areas within our supply chains; and
- protect whistle-blowers.

The following policies describe Asia File Group's approach to the identification of slavery risks and the steps to be taken to prevent slavery and human trafficking within the Group's activities:

a) Employment Policy

As part of our Employment Policy, we are committed to creating and maintaining an environment that respects and supports the basic human rights of our employees.

All employees are free to choose to work for their employer and to leave the Company upon reasonable notice.

All employees are provided with a clear contract of employment which complies with local legislation.

All employees are treated in a fair and equal manner and with dignity and respect. We promote the principles of equality and practise non-discrimination, victimisation or harassment against employees on the basis of gender, age and ethnicity. A grievance policy has been established to provide a mechanism for our employees to raise grievances during their employment with the Group. This policy ensures that such grievances are dealt with promptly, fairly and in accordance with other related policies of the Group.

In support of this, the Group prohibits the recruitment of child labour as well as all forms of slavery and human trafficking through compliance with all relevant employment laws and regulations.

b) Procurement Policy

Our Procurement Policy details the processes we follow in relation to procuring products and services and ensuring compliance with all relevant legislation. We are committed to ensuring that our suppliers adhere to high standards of ethics.

Suppliers are expected to put in place policies recognising, respecting and protecting the human rights of their employees, those of their suppliers and business partners, and the communities affected by their operations.

As part of our procurement procedures, all new suppliers are required to complete a self-assessment questionnaire and declaration of conformity relating to policies on slavery, human trafficking and human rights. Existing suppliers are required to renew the relevant declarations periodically, generally every two to three years, as part of our ongoing supplier due diligence process. Any serious violations of our Code of Conduct may result in termination of the business relationship.

c) Recruitment Policy

We use only reputable employment agencies to source labour and will verify the practices of any new agency before accepting employees from that agency.

The established Foreign Workers Recruitment Procedure provides clarity and transparency on the processes for hiring foreign workers. The Group recognises its social responsibility to eradicate forced, bonded or indentured labour and human trafficking involving foreign workers.

d) Whistleblowing Policy

We encourage all our staff, customers and business partners to report in good faith any issues or concerns about potential unethical business practices, such as fraud and bribery, slavery or human trafficking, through the reporting channels stated in our Policy.

Our Policy is designed to provide a secure channel for all staff, customers and other stakeholders to make disclosures without fear of retaliation. All reports will be fully investigated and appropriate remedial actions will be taken. Details of the Whistleblowing Policy can be obtained from our website at <https://www.asia-file.com/ir>.

Monitoring and Effectiveness

The Group monitors compliance with its policies and procedures through supplier assessments, employee grievance and whistleblowing channels, management oversight and periodic review of relevant employment and procurement practices.

Where any concerns relating to slavery or human trafficking are identified, the Group will investigate the matter and take appropriate corrective or remedial action.

Training

During the financial year, the Group provided annual ethical training to staff, which included awareness of slavery and human trafficking, to enhance their understanding of the risks associated with modern slavery and their responsibilities in identifying and reporting such concerns.

Board Approval

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's Slavery and Human Trafficking Statement for the financial year ended 31 March 2026.

This Statement has been approved by the Board of Directors of Asia File Corporation Bhd and is signed by the Executive Chairman, who is also a Director of the Company.

Approved on: 30 July 2026

Signed by:

Dato' Lim Soon Huat
Executive Chairman / Director
Asia File Corporation Bhd