



Modern Slavery Statement

2026-2027

Modern Slavery Statement

Alfa Soundscape & Design Sdn. Bhd. ("ALFA") is committed to conducting business ethically, responsibly, and with integrity. We recognise that modern slavery, including forced labour, bonded labour, human trafficking, child labour, and other forms of exploitation, has no place within our organisation or throughout our supply chain.

As a company specialising in acoustic solutions, interior fit-out works, and construction-related services, ALFA acknowledges its responsibility to uphold fundamental human rights and promote fair labour practices in all business activities.

Although Malaysia does not currently require companies to publish a Modern Slavery Statement by law, ALFA voluntarily adopts this commitment as part of our Environmental, Social and Governance (ESG) principles and our commitment to responsible business practices.



Our Commitment

ALFA is committed to:

- Prohibiting all forms of modern slavery, forced labour, human trafficking, debt bondage, and child labour within our operations.
- Conducting business in accordance with applicable Malaysian laws and internationally recognised principles relating to human rights and ethical employment.
- Promoting fair, safe, and respectful working conditions for all employees, subcontractors, and workers engaged in our projects.
- Encouraging responsible sourcing and ethical procurement throughout our supply chain.
- Maintaining transparency and integrity in our business relationships.



Our Business and Supply Chain

ALFA provides acoustic consulting, sound masking systems, interior acoustic solutions, architectural finishes, and project implementation services across Malaysia and the region.

Our supply chain includes:

- Manufacturers of acoustic materials and building products
- Furniture and interior fit-out suppliers
- Installation subcontractors
- Logistics and transportation providers
- Professional consultants and service providers

We recognise that labour-related risks may exist within extended supply chains, particularly where raw materials or manufactured products originate from multiple countries. As such, ALFA is committed to exercising reasonable due diligence when selecting and maintaining supplier relationships.

Employment Practices

ALFA is committed to providing a workplace that respects the dignity and rights of every employee.

We strive to ensure:

- Employment is freely chosen.
- Employees receive lawful wages and employment benefits.
- Working hours comply with applicable employment legislation.
- No employee is subjected to coercion, intimidation, or compulsory labour.
- Child labour is strictly prohibited.
- Equal employment opportunities are provided without discrimination.
- Employees work in a safe and healthy environment.

Employment Practices

ALFA complies with the applicable requirements of:

- Employment Act 1955 (as amended)
 - Occupational Safety and Health Act 1994 (and subsequent amendments)
 - Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007 (ATIPSOM)
 - Other relevant Malaysian labour legislation.
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Supplier Expectations

ALFA expects its suppliers, subcontractors, and business partners to operate in a responsible and ethical manner.

Where reasonably practicable, suppliers are expected to:

- Comply with applicable labour and employment laws.
- Prohibit forced labour, bonded labour, and human trafficking.
- Prohibit the employment of child labour.
- Provide safe and healthy working conditions.
- Treat workers fairly and with respect.
- Comply with all applicable occupational health and safety requirements.

Where significant concerns are identified, ALFA reserves the right to engage with suppliers to seek corrective actions and, where necessary, reconsider future business relationships.

Due Diligence

To minimise the risk of modern slavery, ALFA seeks to:

- Conduct appropriate supplier evaluations during procurement.
 - Work with reputable suppliers that demonstrate ethical business practices.
 - Include ethical business expectations within supplier engagements where appropriate.
 - Monitor supplier performance throughout project execution.
 - Encourage employees to report unethical conduct through internal management channels.
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Governance and Responsibility

Responsibility for implementing this commitment rests with ALFA's Management Team.

Management is responsible for:

- Promoting ethical business conduct.
- Reviewing procurement practices.
- Supporting responsible supplier selection.
- Addressing any reported concerns relating to labour exploitation or unethical practices.

All employees are expected to conduct business honestly and report any suspected unethical behaviour.

Continuous Improvement

ALFA recognises that preventing modern slavery requires ongoing commitment and continuous improvement.

We will continue to:

- Review our internal policies and procurement practices.
 - Raise awareness among employees regarding ethical business conduct.
 - Strengthen supplier engagement on responsible sourcing where appropriate.
 - Improve governance practices as our business continues to grow.
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Approval

This Modern Slavery Statement has been approved by the Management of Alfa Soundscape & Design Sdn. Bhd. and reflects our ongoing commitment to ethical business practices and responsible supply chain management.

Approved by:

Management

Alfa Soundscape & Design Sdn. Bhd.

Effective Date: 01 August 2026

Review Date: Annually

ALFA SOUNDSCAPE & DESIGN SDN BHD
1295328-U
OFFICE HQ
No. 32A-1, Jalan Putra Mahkota 7/4B, Putra Heights
47650 Subang Jaya, Selangor
Tel : +603 5103 2730
Email: info@alfadb.net
Web : www.alfadb.net



SHAPING SOUNDSCAPES WITH DESIGN



+60 13 329 9960



info@alfadb.net



www.alfadb.net

PHILIPPINES

ALFA SOUNDSCAPE & CONSULTING INC
Unit 707, Avida One Park Drive 11th Ave.,
cor 9th Ave., Bonifacio Global City, Taguig
City 1634, Philippines.

MALAYSIA

ALFA SOUNDSCAPE & DESIGN SDN BHD
No 32A-1, Jalan Putra Mahkota, 7/4B, Putra
Heights, 47650, Subang Jaya, Selangor,
Malaysia.



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