

Diversity Policy

OBJECTIVE

The Group have implemented its policy on 'Diversity' in support of a group wide Corporate Governance framework, to:

- foster equality and diversity, promote a culture that actively values difference and recognises that people from different backgrounds and experiences; and
- aim to be an inclusive organisation, where diversity is valued, respected and built upon, with ability to recruit and retain a diverse workforce that reflects the communities it serves.

The Group diversity policy is applicable – but not limited – to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, redundancies, terminations, and the ongoing development of a work environment built on the premise of gender equality.

OUR COMMITMENT

- Ensure that current employees, job applicants, or workers are treated fairly in an environment which is free from any form of discrimination.
- Ensure the Group works towards achieving a diverse workforce at all levels and in an atmosphere of dignity and respect.
- Foster to pro-actively tackle discrimination and aims to ensure that no individual or group is directly or indirectly discriminated against for any reason with regard to employment or accessing services available.
- Despite their varied backgrounds, all employees are given the same level of opportunities regardless of their position, culture heritage, nationalities and languages.
- Providing work/life balance through flexible work schedules to accommodate various needs of the employees.
- Communicate and cooperate between all employees in a respectful manner.
- Employer and employee contributes to the communities we serve to promote a greater understanding and respect for diversity and sustainability.

This policy not only applies to employees but also to all related parties (suppliers/contractors/sub-contractors). The Group monitors the performance of contractors and/or third parties and take all necessary steps to ensure good performance and compliance with appropriate behaviour.

If any issues become apparent with regards to diversity or equality in relation to any parties in the Group, the matter will be taken very seriously by the Group HR and raised in the strongest possible terms to solve the matter.