

## **MELEWAR INDUSTRIAL GROUP BERHAD (8444-W)**

### **DIVERSITY POLICY**

#### **1. Overview**

Melewar Industrial Group Berhad (“MIG”) understands the value inherent in a diverse workforce. This document outlines MIG policy on diversity.

#### **2. Purpose**

The purpose of this policy is to provide diversity and equality to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. MIG opposes all forms of unlawful and unfair discrimination.

#### **3. Overall Goal**

MIG promotes a high performance culture that draws on the diverse and relevant experience, skills, expertise, perspectives and the unique personal attributes of its Board members and employees.

MIG is committed to managing diversity as an employer and a prospective employer by reflecting our company values of respect, integrity, honesty and personal commitment in maintaining and valuing the differences a diverse workforce brings.

#### **4. Responsibilities**

The Board is responsible for establishing and monitoring the Company’s overall diversity strategy and policy.

The Managing Director/Group Chief Executive Officer has overall responsibility for the application of the policy across the organization.

Employees are responsible to ensure that they;

- Comply to the guidelines of this policy
- Promote the spirit of diversity and equal opportunities
- Report any questionable business practices that may breach this policy to the Company Secretary or in his/her absence, the Managing Director/ Group Chief Executive Officer so that an investigation can be conducted as soon as possible.

#### **5. Gender Diversity**

The Board will set measurable objectives on achieving gender diversity and will assess the objectives and its performance against those objectives on an annual basis.