

## EQUAL OPPORTUNITY POLICY

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Eversendai Corporation Berhad and all its subsidiaries (hereinafter referred to as Eversendai) is an equal opportunity employer and prohibits discrimination and harassment of any kind to all stakeholders. This policy applies to all personnel working for Eversendai or on behalf of Eversendai in any capacity, including employees at all levels, directors, officers, workers, consultants, contractors, sub contractors, suppliers and volunteers.

Eversendai's employment decisions are solely based on business needs, work requirements, job descriptions and qualifications of merit and does not discriminate anyone based on the following;

- Nationality, Race / Ethnic Origin
- Age, Gender, Marital Status
- Religion, Caste, Colour, Creed
- Financial Status / Social Status
- Family Background / Status
- Physical Appearance
- Political Affiliation

except for compliance with international, legal and other requirements of the country in which Eversendai's business operations are located.

Eversendai strictly prohibits harassment of any kind like sexual harassment, physical harassment, mental harassment, victimisation, vilification, undue work pressure, neglect, verbal abuse, non-verbal abuse, bullying, mobbing, violence, cultural / religious abuse, hostile or intimidating work environment, indirect pressure to abandon work, personal intimidation / insult, racist remarks etc.

Eversendai shall not encourage and engage in any act of discrimination and harassment and disciplinary proceedings will be initiated against any stakeholder violating this policy.

Eversendai is a Public Listed Company in the Kuala Lumpur Stock Exchange and operates a number of policies for conducting business in an ethical and transparent manner such as;

- Recruitment Policy
- Code of Conduct
- Anti-Bribery and Corruption Policy
- Whistle Blower Policy
- Anti-Slavery and Human Trafficking Policy

This documented Eversendai Equal Opportunity policy shall be reviewed periodically for control effectiveness and continual improvement, in meeting objectives and targets, displayed appropriately and made available to all relevant stakeholders, communicated in the appropriate language and trained for their understanding, acceptance and compliance.

**APPROVED BY**



**TAN SRI A K NATHAN**  
Group Managing Director  
03 April 2020