

DIVERSITY POLICY

INTRODUCTION

The Board of Directors (“Board”) of Nylex (Malaysia) Berhad (“Company”) acknowledges the importance of building an organisation that emphasises equal opportunity for all, regardless of age, ethnicity or gender. A diverse mix of personnel offers greater depth and breadth compared to homogenous groups, leveraging differences in perspective, knowledge, regional and industry experiences and cultural and geographical background, which will ensure that the organisation retains its competitive advantage.

Notwithstanding the above, knowledge, character, experience, integrity, competence and ability to carry out responsibilities effectively within a role shall be the foremost consideration in the selection of a candidate for appointment to the Board and for employment in the Company. The role of the organisation is to provide equal opportunity for individuals who possess the necessary abilities to advance their careers without being hindered by unfair discrimination.

The Board has not set out any measurable targets within this Diversity Policy (“Policy”), as the progress of promoting diversity depends on the pool of available candidates with the necessary skills, knowledge and experience at any given time.

OBJECTIVE

This Policy sets out a framework which aims to:

- Build a workplace culture which provides equal playing ground for all, prioritising merit of the individual regardless of social constructs such as age, ethnicity, gender, marital status or other considerations unrelated to work performance;
- Improve quality of the workforce by drawing on and successfully managing the multiple viewpoints, backgrounds and skillsets that come with a diverse pool of employees; and
- Encourage an inclusive culture and strengthen awareness in all employees of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

APPLICATION OF THE POLICY

The Policy shall be manifested in the following manner:

- (a) When recruiting to fill vacancies, including at Board-level or Senior-Management level, the Remuneration and Nomination Committee of the Board (“R&N Committee”) and Management may draw from various sources which shall include independent recruiters, public vacancy advertisements, membership of professional bodies as well as recommendation from the Board and existing employees.
- (b) The R&N Committee, together with Management, shall review and update succession plans to ensure that candidates are not denied opportunities based on unfair considerations.
- (c) In reviewing Board composition and succession planning, the R&N Committee will consider the benefits of all aspect of diversity, including but not limited to those described above. In identifying suitable candidates for appointment, the R&N Committee will consider candidates on all aspects of diversity to arrive at an optimum balance composition of the Board and its workforce, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit, contribution and potential that the selected candidates will bring to the Board and its workforce.

As gender is an important aspect of diversity, the R&N Committee will strive to ensure that:-

- (i) If external search consultants are used to search for candidates for Board appointments, the brief will include a requirement to also present female candidates;
- (ii) When seeking to identify a new Director for appointment to the Board, the R&N Committee will request for female candidates to be fielded for consideration;
- (iii) Female representation on the Board be continually improved over time based on the set objectives of the Board; and
- (iv) At least one female Director be appointed to the Board.

In order to ensure there is a healthy representation of women in senior management positions, the Board strives to achieve at least 20% of women participation.

- (d) Management shall develop programs to develop a broader pool of skilled and experienced candidates for senior management and Board membership, such as workplace development programs, mentoring programs and targeted training and development.
- (e) The Board may also develop strategies to encourage application of this Policy from time to time.

MONITORING AND REPORTING

With the exception of Board-level issues, Management is responsible for designing and implementing measures that are consistent with this Policy.

Board-level issues in relation to this Policy shall be the responsibility of the R&N Committee.

Both the R&N Committee and Management shall report regularly to the Board on its actions and progress pursuant to this Policy.

The Board reserves the right to review and/or amend this Policy in accordance with the values of the Company, regulations and other factors that may come into play in subsequent periods.

REVIEW OF THE POLICY

This Policy will be reviewed periodically, as and when appropriate, to ensure its effectiveness. The R&N Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.