



# **UEM SUNRISE BERHAD**

Registration No.: 200801028815 (830144-W)

## **DIVERSITY, EQUITY & INCLUSION POLICY**

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# **UEM SUNRISE BERHAD**

## **DIVERSITY, EQUITY & INCLUSION POLICY**

### **1.0 INTRODUCTION**

- 1.1 UEM Sunrise Berhad ("UEM Sunrise" or "Company") aims to build an organisation that fosters diversity, equity and inclusion by promoting a culture that respects and appreciates differences, advocates equality and encourages individuals to grow and develop to reach their full potential.
- 1.2 The principles we embed in our culture help us better understand the needs of our various customers, partners and stakeholders across our organisation. Our core values of integrity, humility and excellence, which are embedded into every facet of our CHIEF values, help to define diversity, equity and inclusion. We offer equal opportunity for all employees in terms of recruitment, career development, promotion, training and rewards, and our Company can take advantage of a wider selection of talent pools.

### **2.0 PURPOSE**

- 2.1 Our business ecosystem is built on trust, and this Diversity, Equity & Inclusion Policy ("Policy") is aligned with our Code of Conduct which outlines ethical behaviour in the workplace of UEM Sunrise. The Policy addresses discrimination based on gender, race, disability, origin, nationality, ethnicity, religion and/or age rights, with particular attention to the rights and needs of, as well as the challenges faced by our employees.
- 2.2 In addition, a diverse group of individuals provides a range of perspectives, experience, and expertise to enable well-informed business decisions and sustained growth. By effectively implementing this Policy, our organisation will be able to respond to challenges, provide solutions, and instill values that are inclusive, free of bias and discrimination, and inclusive of diverse perspectives.

### **3.0 SCOPE**

- 3.1 The Policy applies to all members of the Board of Directors ("Board") and employees of UEM Sunrise and its subsidiaries ("UEM Sunrise Group"), including those on contract, on secondment, on internships, or anyone directly or indirectly employed by UEM Sunrise Group whether remunerated or otherwise.

#### 4.0 THE APPLICABILITY OF DIVERSITY, EQUITY AND INCLUSION TO ALL ASPECTS

4.1 UEM Sunrise promotes collaboration, flexibility, equity and fairness to enable all employees to maximise their abilities based on the Company's values and objectives and consider:

- **Diversity** to mean each person is an individual with visible and non-visible differences, and these are respected as implying all the differences that make us unique. This encompasses visible differences such as age, gender, ethnicity, religion, language, abilities, disabilities, physical appearance and cultural background, as well as underlying differences such as thinking styles, perspectives, experience, expertise, beliefs, origin, nationality and education.
- **Equity** to mean breaking down barriers, eliminating discrimination and ensuring equal opportunities. This means providing the same access to all, from both an employment, and resources perspective.
- **Inclusion** to mean valuing all individuals for their contributions, regardless of their differences, and creating a work environment where everyone feels valued.

4.2 We, at UEM Sunrise, bring together the talented and skilled, the imaginative and the courageous by recognising and retaining high performance, talented and dedicated employees with the required merits, knowledge, experience, expertise, competencies, professionalism, integrity, and ability in discharging their responsibility and capability in contributing to the organisation. We believe in thinking big and acting quickly to unlock potential; to thrive in a changing world to respond to challenges, provide solutions, and deliver values that are inclusive, free of bias and discrimination, and solicit multiple perspectives.

4.3 To achieve greater performance outcomes, organisational efficiencies and effectiveness, diversity, equity and inclusion management requires acknowledging differences and maximising the individual contributions of all employees. The concept also pertains to the elimination or reduction of barriers that prevent full participation, and the unleashing of the creativity that is generated by a diversity of perspectives and experiences. It is our mission to make UEM Sunrise a place where people feel involved, respected and connected by using diversity of ideas, backgrounds, experiences and perspectives to create business value.

4.4 The Diversity, Equity and Inclusion Policy provides a framework for UEM Sunrise to:

- Enhance our reputation as a viable employer of choice by attracting and retaining an inclusive and diverse pool of employees at all levels.
- Provide equal opportunities without discrimination for our employees to reach their full potential
- Promote an environment that values the ideas, backgrounds, experiences and perspectives of employees to grow UEM Sunrise and succeed.
- Establish a work environment that fosters dignity and respect for all employees.
- Cultivate a culture of zero tolerance for direct or indirect discrimination, victimisation, intimidation, bullying or harassment within the workplace.

- 4.5 All Board appointments are made on merit, in line with the standards set out in paragraph 2.20A of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad, wherein a director must meet the criteria of character, experience, integrity, competence and time to effectively discharge his or her respective roles as directors, and candidates will be considered against objective criteria, having due regard for the benefits of diversity, equity and inclusion on the Board.

## **5.0 OUR COMMITMENT**

- 5.1 We, at UEM Sunrise, are committed to encouraging a work environment that embraces diversity, equity and inclusion. The principles we embed in our culture help us better understand the needs of our various customers, partners and stakeholders across our organisation to:
- Provide opportunities for training, development and progression to all employees and help them reach their full potential. Ensure that training, development, and progress are available to all employees, and they will be helped and encouraged in their efforts.
  - Ensure fairness and compliance with laws by reviewing and updating employment practices and procedures when necessary.
  - Build a sustainable workplace that provides guidance to all employees through its code of conduct and employee handbook , where employees can be held liable for a misconduct and/or disciplinary procedures, and appropriate action can be taken.
  - Create an environment that have zero tolerance on workplace bullying, harassment, victimisation and unlawful discrimination and take seriously on complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees wherein such acts will be dealt with a disciplinary procedure, and appropriate action will be taken as per UEM Sunrise Code of Conduct and employee handbook.

## **6.0 REVIEW & ASSESSMENT**

- 6.1 UEM Sunrise will continue to focus on diversity, equity and inclusion and its benefits when assessing and reviewing the effectiveness of its objectives of the Policy by:
- i. Periodically measuring progress of the Policy's implementation accordingly through regular reporting and analysis, and as and when the need arises;
  - ii. Ensuring that the measurable objectives remain effective and relevant for UEM Sunrise; and
  - iii. Ensuring the Policy is applied in overall people practices for all levels inclusive of the Board members and employees of UEM Sunrise Group, without regard to their gender, age, race, religion, cultural background, nationality, ethnicity or disability.
- 6.2 Any changes to this Policy shall be submitted for deliberation and approval of the Board.