



AWANBIRU TECHNOLOGY BERHAD

[Reg. No. 201001038336 (922260-K)] (Incorporated in Malaysia)

EQUALITY, DIVERSITY AND INCLUSION POLICY

Adopted on 26 May 2021

Equality, Diversity and Inclusion Policy

In line with its [Human Rights Statement](#), AwanBiru Technology Berhad (“**Awantec**” or the “**Group**”) is committed to fostering equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The Group aspires for our workforce to be truly representative of all sections of society and customers, and for each employee to feel respected and able to give their best. Awantec – in providing its services – is also committed against unlawful discrimination of customers or the public.

Awantec intends to do so by:

1. Providing equality, fairness and respect for all in its employment, whether temporary, part-time or full-time.

2. Be fully indiscriminate against:
 - a. Race
 - b. Colour
 - c. Religion
 - d. Gender
 - e. Age
 - f. Sexual orientation
 - g. Disabilities
 - h. Political Beliefs
 - i. Nationalities
 - j. Pregnancy and maternity

3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - a. Pay and benefits
 - b. Terms and conditions of employment
 - c. Dealing with grievances and discipline
 - d. Dismissal
 - e. Redundancy
 - f. Leave Entitlement
 - g. Selection for employment, promotion, training or other development opportunities

The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal of employment.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
5. Make decisions concerning staff based on merit (apart from any necessary and limited exemptions and exceptions allowed under the locally applicable rules and regulations).
6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by senior management, led by our CEO and COO.

Details of the organisation's grievance and disciplinary policies and procedures can be found in Awantec's [Employee Code of Conduct](#) as well as [Whistleblowing Policy](#). This includes with whom an employee should raise a grievance.