

PECCA GROUP BERHAD
(Company No. 909531-D)

Diversity Policy

1. Purpose

The purpose of this Diversity Policy (“Policy”) is to set out the Board’s approach to promote diversity in Pecca Group Berhad (“Pecca” or “the Company”) and all subsidiary companies within the Pecca Group, hereinafter refer to as “the Group”.

Diversity in this context covers gender, age, ethnic, cultural background and religious belief. Diversity also encompasses the ways people differ in terms of education, life experience, job function, work experience, personality, location, marital status and career responsibilities.

2. Objectives

Pecca is committed to manage diversity, which may result from a range of factors including age, gender, ethnic, nationality, sexual orientation, cultural background or other personal factors, as a means of enhancing the Company’s performance by recognising and utilising contribution of diverse skills and talents from its directors, officers and employees.

3. Policy Statement

Building a diverse and inclusive culture is essential to the Group’s success to enable the Company to respond to the Malaysia’s diverse customer base. A truly diversified Board can enhance the effectiveness, creativity and capacity of the Board and Group.

The Company’s strategic intent for boardroom diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards the delivery of the Company’s strategies as set out in this Policy.

In line with promoting diversity in the workplace, the Board has established the following procedures:

A. Recruitment

- (i) All persons, regardless of age, gender, ethnic, cultural background or other personal factors, with appropriate experience and qualifications will be considered equally when recruiting new staff or directors.
- (ii) There will be no preference given to male applicants for a position and will ensure that any women with appropriate experience and qualifications are considered equally in the recruitment and selection process.
- (iii) In relation to recruitment of director/board member, the Nomination Committee is entrusted by the Board to utilise variety of independent sources to identify potential

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candidates by seeking applications from suitably qualified individuals; and/or engaging external consultants that will present diverse candidates.

- (iv) The Nomination Committee will evaluate the mix of skills, experience, expertise and diversity of the existing Board that will best increase the Board's effectiveness. Consideration is also given to meeting the balance of independent Directors on the Board.
- (v) Upon identifying the appropriate candidate to be appointed as director or board member, the Nomination Committee will make their recommendations to the Board for approval.

B. Remuneration and Promotion

- (i) The setting of the remuneration levels of the employees and directors regardless of age, gender, ethnic, cultural background or other personal factors without bias.
- (ii) All decisions associated with career advancement, including promotions, transfers, and other assignments, will meet the Company's needs and be determined on skill and merit regardless of age, gender, ethnic, cultural background or other personal factors.

C. Trainings

- (i) All internal and external training opportunities will be based on needs regardless of age, gender, ethnic, cultural background or other personal factors.

4. Workplace Diversity Principles

The Company is committed to workplace diversity ensuring that we value and respect our differences and that our workplace is fair, accessible, flexible and inclusive and free from discrimination.

Promoting workplace diversity is everyone's responsibility and includes:

- practising and promoting behaviour consistent with the Company's Code of Ethics;
- respecting different ways of thinking and using our employees' different perspectives to improve business outcomes;
- treat each other with respect and dignity;
- provide a safe, secure and healthy workplace;
- make decisions genuinely based on equity and fairness;
- value the diversity of people; and
- take appropriate action to eliminate discrimination.

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5. Concerns or Complaints

Any employee, who feels that they are being discriminated against or believes another employee is not complying with our policy, has the right to complain and have action taken. Complaints can be brought to the attention of their supervisor or other managers.

All complaints will be treated seriously, and will be investigated. Confidentiality will be maintained as far as is appropriate and possible.

People will not be victimised in any way for making a complaint, nor for acting as a witness for someone who complains.

6. Monitoring and Reporting

The Board will review this policy as necessary to ensure that they meet the objectives of relevant legislations and remain effective for the Group. The Board may implement changes to this policy from time to time subject to the approval of the Group's Board of Directors.

Disclosure of the Policy on Board composition and workforce in terms of gender, ethnic and age will be made in the Company's Annual Report.

This Diversity Policy has been approved and adopted by the Board on 24 May 2018.