

## **EQUAL OPPORTUNITY EMPLOYMENT**

In line with Salcon Group's Sustainable initiatives on Human Rights and Workplace, the Group is committed to providing equal opportunities in employment for all our employees in line with the International Labor Organization Core Conventions.

- All employees will receive equal treatment based on their relevant merits and competency regardless of gender, race, nationality, religion, age, physical condition, sexual orientation, marital status, membership/affiliation/activity, employment status or political affiliation.
- Any form of discrimination based on factors aforementioned is prohibited.
- Employees can submit their grievances through Grievance Handling channel, procedure as outlined in HR sharefolder. They can also submit their grievances and remain anonymous at the same time via alternative channels i.e. email or letters. The employees will not have any form of retaliation action taken against them for doing so. All grievances submitted will remain confidential.
- The purpose of these policies is to ensure that employees are recruited and provided an environment which is free from unlawful discrimination, harassment or victimization and that we are implementing the Group's commitment to equal opportunities at all times.

The management and employees of Salcon, professionally involved in recruitment and administration activities, undertakes the responsibility for implementing these Equal Opportunity Employment policy.

A handwritten signature in black ink, appearing to read "Ooi Cheng Swee".

**Ooi Cheng Swee**  
Chief Operating Officer

A handwritten signature in black ink, appearing to read "Dato' Eddy Leong Kok Wah".

**Dato' Eddy Leong Kok Wah**  
Executive Director

A handwritten signature in black ink, appearing to read "Tan Sri Dato' Tee Tiam Lee".

**Tan Sri Dato' Tee Tiam Lee**  
Executive Deputy Chairman

October 2019