



# **GOLDEN LAND BERHAD**

[Registration No. 199401012688 (298367-A)]

[Incorporated in Malaysia]

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## **DIVERSITY POLICY**

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The Group is committed to actively managing diversity as a means of enhancing the Group's performance by recognizing and utilizing the contribution of diverse skills and talent from its directors and senior management.

The Diversity Policy (the "Policy") sets out the approach to diversity on the Board of Directors (the "Board") and the executive level which reports directly to the Senior Management.

Diversity involves recognizing and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including age, gender, ethnicity, cultural background, marital status, education background, or other personal factors. The Company values the differences between its people and the contribution these differences make to the Company. There is no specific target on the composition in terms of gender, age or ethnic of its Board members or members of Senior Management.

## **OBJECTIVES**

The Policy is aligned with the Group's objective, values and principles. The Group strategic intent for Board and Senior Management diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards delivering of the Group's strategy. The Policy is centered on the following initiatives:-

- a) Improved employment and career development opportunities for women;
- b) Identifying and balancing the different skills and industry experience, background, gender and age of Directors and Senior Management personnel;
- c) Support the development aspirations of women in the workplace. This also means that selection, promotion, retention, development will continue to be considered on the basis of merit and will exclude any gender-based consideration;
- d) Foster a culture that is free from discrimination, harassment and bullying;
- e) Create awareness that inappropriate behavior or attitudes to women will not be tolerated; and
- f) Providing a safe and healthy environment for the views of Directors and Senior Management to be heard and their concerns attended to and where bias, discrimination and harassment on any matter are not tolerated;

## **ACHIEVING DIVERSITY**

To pursue the objective of this policy, the Board would take into consideration the following measures:-

- All Board appointment processes will be conducted in a manner that promotes diversity based on a good blend of competencies, skills, extensive experience and knowledge.
- The Board through the Nomination Committee would actively work towards promoting corporate culture that embraces diversity in its recruitment process.
- Requiring the selection process for board appointments to involve the creation of a short-list identifying potential candidates for the appointment which must include at least one female candidate wherever reasonable possible and the Board is empowered to engage professional consultants to assist in the hiring process by presenting diverse candidates to the Company for consideration.
- In the case of the candidate for the position of Non-Independent Non-Executive Directors, the Nomination Committee will evaluate the candidates as according to the Nomination Policy.
- The Board would ensure that Boardroom diversity objectives are adopted in Board recruitment, and succession planning processes.

The Board will conduct all Board appointment processes in a manner that promotes diversity based on a good blend of competencies, skills, extensive experience and knowledge should remain a priority.

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As for the Senior Management, the Chief Executive Officer and Human Resource and Administration (“HRA”) Manager will evaluate the candidates in accordance to the criteria set by the HRA Department.

## **REVIEW OF THE DIVERSITY POLICY**

The Diversity Policy has been approved and adopted by the Board and this policy will be periodically reviewed and updated in accordance with the needs of the Group’s and any new regulations that may have an impact on the discharge of the Board’s responsibilities.