

Gender Diversity Policy

Introduction

Kelington Group Berhad is committed to workplace diversity. The Group recognises the benefits arising from employee and board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background. To the extent practicable, the Group will address the recommendations and guidance provided in the MCCG 2017.

This Diversity Policy forms a direction of the Group with which an employee is expected to comply.

Objectives

The Diversity Policy provides a framework for the Group to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) improved employment and career development opportunities for women;
- (d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

The Board's commitment

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at the senior level of the Group.

The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Diversity Policy.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity.

Strategies

The Group's diversity strategies include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the various subsidiary company boards;
- (b) reviewing succession plans to ensure an appropriate focus on diversity;
- (c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (d) developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- (e) any other strategies the Board develops from time to time.

Monitoring

The Board, through NC, will monitor the scope and applicability of this policy, from time to time on the progress of achieving the objectives.