



SUNWAY BERHAD

DIVERSITY AND INCLUSION POLICY

Process Owner: Group HR

Intended Users: Sunway Group – All Users

Last Updated: 28 May 2021

COMMITTED TO
SUSTAINABLE
DEVELOPMENT GOALS



1. PURPOSE

1.1. Sunway Group is committed in encouraging diversity and inclusion in the workplace.

Diversity and inclusion are closely tied to our core values of integrity, humility and excellence, which are embedded into every facet of our business and goals.

- a) We foster a culture that respects and values each other's differences, and encourages collaboration, flexibility and fairness, where every employee has equal opportunity to develop skills and talents consistent with our values and business objectives.
- b) We nurture a workplace environment that values and utilises the contributions of employees with diverse ideas, backgrounds, experiences and perspectives for the growth of Sunway Group and the success of the customers and communities we serve.
- c) We promote dignity and respect for all, with zero tolerance for direct or indirect discrimination, victimisation, intimidation, bullying or harassment in the workplace.

This Policy applies to all employees and directors of Sunway Berhad.

Any non-compliance of the Company's diversity and inclusion policy and procedure, or any unfair treatment or unlawful discrimination may subject to disciplinary action.