



# **AME ELITE CONSORTIUM BERHAD**

**Registration No. 201801030789 (1292815-W)**

**(Incorporated in Malaysia)**

## **DIVERSITY AND INCLUSION POLICY**

## 1. INTRODUCTION

AME Elite Consortium (“**AME**” or “**Company**”) and its subsidiaries (collectively referred to as the “**Group**”) are committed to maintaining a diverse Board of Directors and workforce. We recognise and value the unique contributions from people of different ages, gender, ethnicity, and cultural backgrounds. We seek to sustain AME’s competitive advantages by embracing the differences in perspectives, skills and experiences arising from such a diverse workforce. The Group are also committed to inculcating a corporate culture that values and promotes diversity, equity and inclusion to create a conducive platform for our employees to unlock their full potential.

## 2. APPLICABILITY

This Policy applies to all directors and employees (including full-time, part-time, probationary, contract and temporary staff) of the Group. Each director and employee has to read and understand the Policy. Violation of any of the Policy’s provisions can result in disciplinary actions.

If a director requires further clarification on the Policy, the Director may refer to the Chairperson of the Board of Directors of AME (“**Board**”) or the Group Managing Director. In contrast, for an Employee, the Employee may refer to his/her immediate superior (“**Superior**”) or Head of Department (“**HOD**”).

## 3. OBJECTIVES

### 3.1 Diversity

Diversity refers to the practice of including or involving people of different ages, gender, ethnicity, and cultural background, as well as underlying differences such as thinking styles, beliefs, religions, nationalities and education.

The Group are committed to employing a diverse workforce tapping on everyone’s unique background and differences in perspectives to better contribute toward the success of the Company. Diversity shall be observed at every level of the Company, including the Board and Senior Management.

### 3.2 Inclusive

Inclusive refers to the practice of embracing all people irrespective of race, gender and other characteristics, ensuring employees feel valued and have a sense of belonging.

The Group are committed to creating an inclusive working environment free from improper conduct and practices. Workplace bullying, discrimination against individual differences, discriminatory and sexual harassment, intimidation, and victimisation are not tolerated.

### 3.3 Equity

Equity refers to the practice of being fair and impartial.

The Group are committed to ensuring everyone in the Group is treated fairly and has equal access to opportunities regardless of age, gender, ethnicity, religion, national origin, disability, sexual orientation or other characteristics.

Diversity, inclusion and equity shall be applied to our business operations at all levels, including but not limited to recruitment, retention, career advancement, training opportunities, employee benefits and remuneration. All decisions made shall be based solely on merit and objective standards.

#### **4. GENDER DIVERSITY POLICY**

The Group are committed to and recognise the benefits of gender diversity. The Group are committed to support the representation of women in the composition of the Board and Senior Management. To pursue the objectives of gender diversity, the Board will utilise the following strategies in attaining its gender diversity commitment:

- a) recruiting from a diverse pool of candidates for female positions;
- b) identifying specific factors to take into account in the recruitment and selection processes to encourage gender diversity; and
- c) reviewing succession plans to ensure an appropriate focus on gender diversity.

#### **5. REVIEW OF THE POLICY**

This policy shall be reviewed by the Nomination Committee on an annual basis or as required when internal or external events warrant a more frequent review to be undertaken.

The Board adopted this Policy on 25 July 2022.