




A JCORP Company

DIVERSITY, EQUITY AND INCLUSION POLICY

NOVEMBER 2023

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 <small>A KICORP Company</small>	Document Title	Diversity, Equity and Inclusion Policy
	Effective Date	1st November 2023
	Policy Owner	Group Human Resources Management (GHRM)
	Policy Number	KPJ/GHRM/ICE/IR/01
	Version	1.0

OVERVIEW STATEMENT

This policy committed to adhere the United Nations Guiding Principles on Business and Human Rights, aiming to address the implementation and protection of human rights, with a particular focus on preventing discrimination and addressing the unique challenges faced by our employees.

In line with the UN Sustainable Development Goal on gender equality, this policy also supports KPJ Healthcare's commitment to the Women's Empowerment Principles (WEP) mainly;

- a) Principle 1: Establish high-level corporate leadership for gender equality**
- b) Principle 2: Treat all women and men fairly at work – respect and support human rights and nondiscrimination**

The Malaysian Code on Corporate Governance (“MCCG”) embraces the participation of women in decision-making positions does not only apply to board positions alone but should be extended to members of senior management. Guideline 5.10 of MCCG states as follows:


“The participation of women in decision-making positions should not be focused onboard positions alone but should be broadened to include members of senior management as the same benefits apply. Thus, the board should establish gender diversity policies to support the participation of women on the board as well as senior management.”

In light of the above principles, KPJ Healthcare Berhad (“KPJ Healthcare”) not only recognises the importance of women's involvement in senior management but also acknowledges the significance of diversity, equity, and inclusion in achieving strategic objectives, fostering sustainable growth and development, and enhancing corporate governance within the Group.

This viewpoint aligns with the Main Market Listing Requirements (“MMLR”). KPJ Healthcare places its trust in identifying and retaining high-performing, talented, and dedicated employees who possess the necessary qualifications, knowledge, experience, expertise, competencies, professionalism, integrity, and ability to fulfill their responsibilities and contribute to the organisation.

Employee and Senior Management selection and appointments will prioritise merit, skills, knowledge, expertise, experience, professionalism, and integrity, regardless of gender, ethnicity, or age, with the goal of optimising organisational performance, efficiency, and effectiveness.

In summary, KPJ Healthcare reaffirms its dedication to maintaining a balanced approach to diversity, equity, and inclusion, as outlined in the Diversity, Equity, and Inclusion Policy statement below:

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DIVERSITY, EQUITY AND INCLUSION POLICY

1. INTRODUCTION

- 1.1. Diversity, Equity, and Inclusion (DEI) play a crucial role in evaluating the effectiveness of corporate governance within a well-functioning organisation and fostering a sense of belonging for all. KPJ Healthcare Berhad ("KPJ Healthcare") embraces a Diversity, Equity, and Inclusion Policy ("Policy") to guarantee that the organisation is guided by a diverse workforce, encompassing individuals of different ages, ethnicities, and genders.
- 1.2. At KPJ Healthcare, diversity encompasses all the unique attributes and characteristics that differentiate individuals from one another, including but not limited to age, gender, experience, education, background, expertise, origin, disability, race, nationality, culture, language, and perspectives.
- 1.3. Equity, on the other hand, involves promoting justice, impartiality, and fairness in all procedures, processes, programs, and resource distribution to ensure that every individual has an equal opportunity for favorable outcomes.
- 1.4. In this context, inclusion refers to the practice of making sure that all employees at KPJ Healthcare feel a sense of belonging. It involves behaviors that address individual needs, ensuring that employees are included, engaged, and connected in workplace activities.

2. OBJECTIVES

- 2.1 A diverse group of employees provides the necessary range of perspectives, experience and expertise required in promoting better corporate governance to enhance prudent business decision-making processes and to ensure sustainable growth.
- 2.2 Effective implementation of the Policy will enable the group to be better equipped to respond to challenges that may arise and deliver value which requires various perspectives and is free of conscious or unconscious bias and discrimination.
- 2.3 This Policy also aims to ensure no discrimination occurs in the Group, on any grounds listed as our Protected Characteristics defined as all the attributes or characteristics that make individuals different from each other which includes, but is not limited to age, gender, religion, physical appearance, experience, education, background, expertise, origin, disability, race, nationality, culture, language and perspectives. , and that, in line with the Federal Constitution, ensure that all persons are treated equally and entitled to equal protection.
- 2.4 The philosophy outlined in this Policy applies across the Group's operations for ensuring the successful promotion of all aspects of the Policy and appropriate behaviour in the workplace.

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3. SCOPE & APPLICABILITY

3.1 This policy is applicable to all Board of Directors, Senior Management and employees of KPJ Healthcare regardless of their level, including individuals under contract, secondment, apprenticeship, attachment, or any other category working under the supervision of KPJ Healthcare Berhad and its Group of companies, whether compensated or not. The principles outlined in this Policy are relevant throughout KPJ Healthcare's operations to promote all aspects of the Policy and appropriate conduct within the workplace.

3.2 A diverse workforce is essential as it can offer a wide range of perspectives, experiences, and expertise necessary to enhance corporate governance, support prudent decision-making, and ensure sustainable growth.

3.3 Efficient policy implementation equips the organisation to better address challenges and deliver value that considers various viewpoints while being free from conscious or unconscious bias and discrimination.


3.4 This Policy should be read together with the relevant enumerations encapsulated in the following Malaysia's authoritative declarations:

- 3.4.1 Companies Act 2016 ("CA 2016");
- 3.4.2 Malaysian Code on Corporate Governance ("MCCG");
- 3.4.3 Employment Act 1955 (Act 265) ("Employment Act"); and
- 3.4.4 Main Market Listing Requirements of Bursa Malaysia Securities Berhad ("MMLR").

4. PRACTICING DIVERSITY, EQUITY AND INCLUSION IN ALL ASPECTS

4.1 In alignment with the above philosophy, KPJ Healthcare is committed to endorsing and applying all aspects of the Policy in various workforce practices across all levels, including the Board and Senior Management. These practices encompass but are not limited to career opportunities, training and development, recruitment, compensation and benefits, talent identification, retention, performance management, promotions, job assignments, succession planning, and engagement activities.

4.2 Employees should be treated equitably and respectfully, without judgments based on gender, age, race, religion, cultural background, ethnicity, or disability. At KPJ Healthcare, discrimination, harassment, or victimisation will not be tolerated. Any violation of this Policy may result in disciplinary action, including potential termination, following a proper inquiry in accordance with the Group's Management of Misconduct Policy.

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5. REVIEW AND ASSESSMENT

5.1 KPJ Healthcare will continue to prioritise diversity, equity, and inclusion and assess their advantages when evaluating the effectiveness of its Policy objectives by:

- 5.1.1 Regularly measuring the progress of the Policy through consistent reporting and analysis, as needed.
- 5.1.2 Ensuring that the measurable objectives remain effective and relevant for KPJ Healthcare.
- 5.1.3 Implementing DEI principles across all workforce practices, including the Board and Senior Management, irrespective of gender, age, race, religion, cultural background, nationality, ethnicity, or disability.

5.2 The Diversity & Anti-Discrimination Policy (Policy No.: KPJ/GHRM/IR/01) is hereby repealed.

5.3 Any modifications to this Policy will be subject to deliberation and approval.

5.4 This Policy is to be read alongside all related Group policies and practices.