



GENDER DIVERSITY POLICY

OBJECTIVE :

This Gender Diversity Policy provides guidelines to JHM Consolidation Berhad (“JHM” or the “Company”) in providing a diverse workplace as JHM recognises the benefits arising from board and employee diversity. Diversity includes, but not limited to, gender, age, ethnicity and cultural background.

This policy does not form part of an employee’s contract of employment with the Company or its subsidiaries, nor does it give rise to contractual obligations.

SCOPE :

This policy is designed to provide a framework for the Company to achieve:

- (i) a diverse and skilled workforce, leading to continuous improvement and achievement of Company goals;
- (ii) career development opportunities and improved employment for women;
- (iii) a workplace that value and utilise the contribution of employees with diverse backgrounds and exposures through awareness of the benefits of workforce diversity.

RESPONSIBILITIES

(A) The Board’s commitment

The Board is committed to workplace diversity, with a focus on supporting the representation of women in the composition of Board of the Company.

The Board, assisted by the management, is responsible for developing strategies to meet the objectives of the policy, as well as monitoring the progress of achieving the objectives.

(B) Strategies

The strategies include:

- (a) recruiting from a diverse pool of candidates for all positions;
- (b) continuously identify any factor and to take into account the recruitment and selection process to encourage gender diversity; and
- (c) periodically review the succession plan to ensure gender diversity is in place.

MONITORING AND EVALUATION

The Board, through Nominating Committee, shall monitor the scope and applicability of this policy, from time to time.

The management is responsible for implementing, monitoring and reporting on the progress of achieving the objectives.

REVIEW

In accordance with the Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Overview Statements based on the Malaysian Code on Corporate Governance issued by Securities Commission Malaysia on 26 April 2017, the Company will disclose in the Annual Report, the proportion of woman participation at Board level.