



## **GENDER & DIVERSITY POLICY**

**TDM's social responsibility pays particular attention to create a climate where gender equality and diversity are self-evident parts of the organization and where differences are used actively to create business benefits as well as to nurture a fair, just and equitable working environment.**

### **Our objectives:**

1. To enrich their work experience amid a conducive environment for professional development and career growth.
2. To maintain a workplace and environment, which is free of harassment in any form, including ethnicity, religion, gender, national origin, ancestry, non-disqualifying physical or mental disability, marital status, sexual orientation or gender identity.

### **In line with the policy, we shall:**

- Endeavor to ensure working conditions, salaries, benefits and other employment terms are designed with the aim to provide equal opportunities and working it easier for all employees to combine work, private life and parenthood.
- Prevent sexual harassment and all other forms of violence against women, workers and community.
- Establish a specific complaints and grievance procedure and mechanism, acceptable by all parties, to address gender-based issues.
- Not tolerate any form of maltreatment of women and enhance internal procedure for handling complaints.
- To communicate, explain and make this policy be understood by all employees, including external contractors and other relevant stakeholders.

***Approved by the Board of Directors of TDM Berhad on 27 March 2018.***