



SINO HUA-AN INTERNATIONAL BERHAD
(732227-T)

GENDER - ETHNICITY - AGE DIVERSITY POLICY

Policy Statement

SINO HUA-AN is committed to ensuring gender, ethnicity and age diversity and no discrimination whatsoever in these respect is allowed throughout its entire organization, insofar as its human capital resources are concerned.

Objective of the Policy

This policy is to ensure that equal rights, irregardless of the gender, ethnicity or age of the candidates (from its stable of blue collar workers to middle management level personnel, senior management and right through to its board of directors) are accorded when it comes to hiring, employment, promotion, job placement, etc within its organization.

Scope of the Policy

By adopting this policy, all officers of SINO HUA-AN involved in the hiring process, including the human resource personnel and nomination and remuneration committee, as the case may be, is strongly encouraged to be “gender, ethnicity and age blind” when it comes to evaluating the suitability of a candidate for any position in the organization.

Notwithstanding the above, SINO HUA-AN takes cognizance and recognizes the importance of employing candidates in possession of the necessary and relevant skill set, experience and credentials to ensure that the said candidate, if so employed, is able to contribute positively towards meeting the specific objectives of the intended employment and/or SINO HUA-AN’s overall strategic intent.

Pursuant to the principal of “substance over form”, SINO HUA-AN shall always be mindful to avoid the approach of simply employing a candidate merely to be seen as having satisfied the minimum representation from all societal segments in terms of gender, ethnicity or age, but must always be cognizance to ensuring that any candidate being eventually employed into any position within the organization, is in fact adequately suited to contribute positively towards the well-being of the organisation.

Applicability of the Policy

Subject to the requirement of applicable local jurisdiction (if any), this policy applies to all positions within SINO HUA-AN and its subsidiaries.

** SINO HUA-AN reserves the right to amend this policy from time to time.*