



YINSON HOLDINGS BERHAD

Diversity

POLICY & PROCEDURE

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Revision Details

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01		



1 INTRODUCTION

The Diversity Policy is intended to address Yinson Holdings Berhad (“YHB” or “the Company”) and all its subsidiary companies (“the Group”) to set out an approach to achieve diversity on the Company’s Board of Directors (“the Board”) and all Senior Management positions.

To the extent practicable, the Company will address the principles, practices and intended outcomes provided in the Malaysian Code on Corporate Governance 2017.

The Company recognises and embraces the benefits of having a diverse Board and Senior Management to enhance the quality of its performance. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, ethnicity, cultural, educational background, professional experience, skills, and knowledge. Diversity encourages varied perspectives and an enhanced ability to critically evaluate how we operate our Company and interact with our various stakeholders.

2 OBJECTIVE

The Nominating and Remuneration Committee (“NRC”) of the Company shall review and assess candidates for Board and Senior Management positions from time to time based on the range of diversity perspectives, including but not limited to the above aspects. The ultimate decision will be based on merit, contribution and potential that the selected candidates will bring to the Board and its workforce.

Board of Directors

The NRC reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors and retention of existing Directors. It also oversees the conduct of the annual assessment of Board effectiveness. The NRC conducts assessment of the Board as a whole, the Board committees and individual Directors on yearly basis. The NRC would analyse, evaluate, assess and recommend to the Board should there be any necessity for training by the existing Director or amendment to the Board composition, for the effective functioning of the Board.

In reviewing Board composition, NRC will consider the benefits of all aspects of diversity in order to maintain an appropriate range and balance of skills, experience and background on the Board. In identifying suitable candidates for appointment to the Board, NRC will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

Senior Management

All persons, regardless of age, gender, ethnicity, cultural background or other personal factors, with appropriate experience and qualifications will be considered equally when considering for Senior Management position,



All decision associated with career advancement, including promotions, training, transfers and other assignments will have to meet the Group's needs and be determined based on skills and merit regardless of age, gender, ethnicity, cultural background and other personal factors.

The value of diversity should be practiced in all policies and practices of Human Resource Department.

3 APPLICABILITY OF THE POLICY

The Policy shall be applicable for YHB's Board and the following Senior Management positions:

- 5.1 Group Chief Executive Officer ("**Group CEO**");
- 5.2 Group Chief Strategy Officer;
- 5.3 Group Chief Financial Officer;
- 5.4 Chief Executive Officer, Offshore Production;
- 5.5 Chief Executive Officer, Marine;
- 5.6 Chief Operating Officer, Offshore Production;
- 5.7 Head of Legal, Offshore Production;
- 5.8 Chief Executive Officer, Yinson Energy; and
- 5.9 Any other positions within the Company, at the discretion of the Group CEO in consultation with the NRC/Board.

4 MONITORING AND REPORTING

- 6.1 The NRC will report annually, in the Annual Report, its activities which include Board's composition having regard to the mix of skills, independence, and diversity (including gender, age and ethnicity) and monitor the implementation of this Policy.
- 6.2 The Board will delegate to the Human Resource Department together with the Group CEO to implement and monitor the objective of this Policy to promote a corporate culture which embraces gender, age and ethnicity diversity. The Human Resource Department shall report the evaluation on the effectiveness of the implementation of this Policy to the workplace and the Board annually.
- 6.3 All staffs have responsibilities to support and respect equity, workplace diversity, ethical practices, workplace safety and to prevent unlawful discrimination and harassment.

This Diversity Policy will be reviewed periodically or as and when required by the NRC and recommendation be made to the Board for approval on any revision.