



DIVERSITY POLICY

POLICIES & PROCEDURES

20.1203

1st OCTOBER 2018

Version Number : 00

1. ENRA Group Berhad (“ENRA”) believes in diversity and values the benefits that diversity can bring to its employees and Board of Directors. Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and ensure that ENRA has the opportunity to benefit from all available talent. The promotion of a diverse workforce and Board makes prudent business sense and makes for better corporate governance.
2. ENRA upholds the promotion of fair participation and equal opportunity for all individuals in embracing a culture of inclusiveness. Everyone has the opportunity to learn, develop, and contribute in the workplace. ENRA seeks to create a work environment where all differences are valued, respected and leveraged and such a culture extends to all areas of business within the Group including Board appointments.
3. The Board Nomination and Remuneration Committee (“BNRC”) is responsible to review and assess the composition and performance of the Board annually and to make recommendations to the Board for any appointments to the Board. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the BNRC shall be guided by the following principles:
 - (a) To consider candidates based on merit in the context of but not limited to competency, qualification, experience, time commitment and character.
 - (b) To take into consideration the balance of skills mix and independence of the Board, having regard to the benefits of diversity based on principles of non-discrimination regardless of race, ethnicity, gender, age or religion in meeting the needs of the Board.
4. This Policy shall form an integral component of ENRA Group’s corporate governance practice. The BNRC shall review and assess the relevance and effectiveness of this Policy from time to time and submit recommendations for amendment to the Board for approval as it deems appropriate.

[End]