



# **PRESS METAL ALUMINIUM HOLDINGS BERHAD**

Registration No. 201601027232 (1198171-H)

## **DIVERSITY POLICY**

<b>Definitions</b>	<b>Meaning</b>
Board	: The Board of Directors of the Company
COC	: Code of Conduct
Director	: Includes all independent and non-independent directors, executive and non-executive directors of the Group and shall also include alternate or substitute directors.
Employees	: All individuals directly contracted to the Group on an employment basis, including permanent and temporary employees
Group	: The Company and its subsidiaries, collectively
Group CEO	: Group Chief Executive Officer of the Group
NCGC	: Nomination and Corporate Governance Committee of the Company
PMAH or the Company	: Press Metal Aluminium Holdings Berhad (Registration No. 201601027232 (1198171-H))
Subsidiary	: A corporation in which the Company controls the composition of the board of directors, controls more than half of the voting power or holds more than half of the issued share capital excluding preference shares

## **1. Introduction**

The Board of PMAH has adopted this Diversity Policy which is intended for the Group.

This Policy is firmly aligned with the achievement of the Group's business objectives, values and principles.

## **2. Objectives**

The Policy aims to promote diversity for the Board and workforce of the Group. Diversity in this context refers to age, gender, ethnicity, nationality, sexual orientation, cultural background, religious belief and social-economic status. Diversity also encompasses the way people differ in terms of education, life experience, job function, work experience, personality, location, marital status and career responsibilities.

The Company is committed to manage diversity, as a means of enhancing the Group's performance by recognising and utilising contribution of diverse skills and talents from its Directors and workforce.

## **3. Policy Statement**

Building a diverse and inclusive culture is essential to the Group's success as a diversified Board and workforce can enhance the effectiveness, creativity and capacity of the Board and Group.

The Company's strategic intent for diversity is to attract, to retain and to develop a diverse team of skilled people who are increasingly engaged towards the delivery of the Group's strategies as set out in this Policy.

### **3.1. Board of Directors**

- (a) The Company recognises and embraces the benefits of having a diverse Board and sees increasing diversity as an essential element in maintaining a competitive advantage.
- (b) All Board appointments are made on merit, in the context of the skills and experience the Board as a whole requires in order for the Board to be effective.
- (c) All persons, regardless of age, gender, ethnicity, cultural background or other personal factors, with appropriate experience and qualifications will be considered equally in the process of recruitment and selection.
- (d) Endeavour to achieve 30% female directors wherever a suitable female candidate is identified.

- (e) The NCGC has to consider the following responsibilities:
  - (i) To take into consideration the benefits of boardroom diversity and to appoint candidates based on merit and without prejudice, when reviewing the Board's composition;
  - (ii) To consider the balance of skills, experience, independence, knowledge and the diversity of representation on the Board, as part of the annual performance evaluation on the effectiveness of the Board, Board Committees and individual Directors; and
  - (iii) To implement this Policy and to monitor progress towards the achievement of these objectives.

### 3.2 Management and Employees

In line with promoting diversity and inclusivity in the workplace, the Board has established the following procedures:

- (a) All persons, regardless of age, gender, ethnicity, cultural background or other personal factors, with appropriate experience and qualifications will be considered equally in the process of recruitment and selection.
- (b) There will be no gender preference for a position and will ensure that any person with appropriate experience and qualifications are considered equally in the recruitment and selection process.
- (c) The setting of the remuneration levels of the management and employees regardless of age, gender, ethnicity, cultural background or other personal factors without bias.
- (d) All decisions associated with career advancement, including promotions, 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 or other personal factors.

### 3.3 Training

All internal and external training opportunities will be based on needs regardless of age, gender, ethnicity, cultural background or other personal factors.

### 3.4 Workplace Diversity Principles

- (a) The Group is committed to workplace diversity ensuring that it values and respects differences and that its workplace is fair, accessible, flexible and free from discrimination.
- (b) Promoting workplace diversity is everyone's responsibility and includes:
  - (i) practising and promoting behaviour consistent with the Company's COC;

- (ii) respecting different ways of thinking and using its employees' different perspectives to improve business outcomes;
- (iii) treating each other with respect and dignity;
- (iv) providing a safe, secure and healthy workplace;
- (v) making decisions genuinely based on equity and fairness;
- (vi) valuing the diversity of people; and
- (vii) taking appropriate action to eliminate discrimination.

#### **4. Monitoring and Reporting**

Disclosure of the diversity of the board composition and workforce will be summarised and included in the Company's Annual Report.

*Adopted by Board: 26 February 2019*

*Reviewed and Adopted by Board on: 26 November 2020*

*2<sup>nd</sup> Review and Adopted by Board on: 29 November 2022*