




UWC BERHAD


(Company No. 1274239-A)
(Incorporated in Malaysia)

DIVERSITY POLICY

	UWC BERHAD	Department: Board	Policy no: UWC-POL-FIN-020
	(Company No. 1274239-A)		Implemented Date: 21st June 2022
	Title: DIVERSITY POLICY		

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1. PURPOSE

This Policy aims to set out the approach for achieving diversity on the Company's Board and its workforce.

2. BOARD COMMITMENT

The board is committed to workplace diversity and recognizes the benefits arising from employee and board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas, and benefiting from all available talent.


The Board, assisted by management, is responsible for developing strategies to meet the objectives of the Diversity Policy. The Board, through Nomination Committee, will conduct all Board appointment processes in a manner that promotes diversity.

3. STRATEGIES

Management shall carry out the following actions to assist the Board in ensuring the achievement of the objectives of this policy:

- Embedding diversity in the recruitment process;
- Taking the lead in demonstrating an example to promote diversity through its actions and decision making in the workplace;
- Providing equal employment opportunity to employees regardless of gender, age, nationality, race, religious beliefs, cultural background, sexuality, marital status, or physical ability; and
- Reviewing employees' diversity profiles and identifying the opportunity for improvement.

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4. DIVERSITY POLICY SCOPE

The Board believes that diversity encompasses a variety of factors, including professional and business experiences, skills, expertise, gender, age, ethnicity, and cultural background.

4.1 Independence


- The Board is made up of a well-balanced mix of Executive Directors and Independent Non-Executive Directors, ensuring a strong level of independence in the Board. The Independent Non-Executive Directors must be of sufficient standing and caliber for their opinions to carry weight in the decision-making process.

4.2 Skills and Experience

- The Board of Directors has a good mix of abilities that are suited for the Company's needs. The Company's Directors come from a variety of backgrounds and collectively have extensive expertise in a wide range of activities, including accounting and finance, legal, engineering, business management, economics and government administration.

4.3 Gender

- The Board believes that the addition of women directors on the Board will bring about varying perspectives and contribute to the refinement of the Group's strategy formulation. Nonetheless, the Board is mindful that any gender representation should be in the best interest of the Company. The Board views the incorporation of gender diversity in the boardroom as a long-term goal, and is committed to provide equal opportunities and nurturing diversity within the Group.

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4.4 Cultural Background and Ethnicity

- To deal with UWC's operations, the Company aspire to having a Board of Directors with a varied range of cultural and ethnic background who can contribute their knowledge and understanding from variety perspectives.

4.5 Age

- The Board is dedicated to encouraging age diversity, respecting the contributions of all members regardless of their age, and working to remove age stereotypes and prejudice.

5. MEASURABLE OBJECTIVE

- Candidates will be chosen based on a variety of factors, including professional experiences, business experiences, skills, expertise, gender, age, ethnicity, and educational background, among others. The final selection will be made on the basis of merit and the contribution that the chosen candidates will make to the Board. The composition of the Board (including gender, age and skillsets) shall be published annually in the Corporate Governance Overview Statement.
- The Board recognizes the importance of promoting gender diversity in keeping with the Government's goal and aspiration.

This Diversity Policy has been approved and adopted by the Board on 21st June 2022.

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