



reNIKOLA HOLDINGS SDN BHD
202101014740 (1415040-M)
(Incorporated in Malaysia)

DIVERSITY AND INCLUSION POLICY

INTRODUCTION

reNIKOLA Holdings Sdn Bhd and its subsidiaries (“reNIKOLA” or the “Group”) are committed to equality, diversity and inclusion. reNIKOLA strives to promote a diverse workforce and inclusive environment into our operations and culture, in which all employees are treated fairly, and with respect and dignity.

At reNIKOLA, we embrace and encourage our employees’ differences in age, color, disability, ethnicity, family or marital status, gender, language, nationality, education, race, religion, sexual orientation, socio-economic status, cultural and socio-economic backgrounds, perspectives, experiences, and other characteristics that make our employees unique.

Understanding, valuing and effectively managing these differences can result in greater participation that can lead to benefits and success of the Group.

All Directors and employees of reNIKOLA are required to ensure their behaviour and actions are consistent with this policy. This policy forms part of the Group’s Code of Conduct and is referred to within it to support compliance and risk management.

The Board of Directors is overall responsible for this policy and shall ensure an effective implementation of it by the management.

DEFINATION OF DIVERSITY AND INCLUSION

Diversity encompasses differences in backgrounds, qualifications, experiences, and also differences in approach and viewpoints. reNIKOLA ensures that all employees are provided with equal opportunity to reach their full potential.

Inclusion means creating a working culture where difference is respected and valued; where everyone has the opportunity to develop skills and talent consistent with the Group's values and business objectives.

EQUAL EMPLOYMENT OPPORTUNITIES

1. Equality is an important part of our recruitment and selection processes. The Group is committed to ensuring that strategies, processes and behaviours that promote equality and contribute to an inclusive working culture are in place. This is supported by strong recruitment and selection practices, which ensure discrimination is eliminated at all levels regardless of employment type (eg. full-time, part-time and contractual).
2. reNIKOLA endeavours to recruit from the widest pool of suitably qualified candidates possible and welcome applications from all sections of the community.
3. Employment opportunities are open and accessible to all on the basis of their ability, skills, experience, appropriate qualifications and aptitude for the job.

WORKING CONDITIONS AND ENVIRONMENT

1. reNIKOLA is committed to maintaining a supportive, healthy and productive work environment, free from unlawful/unethical discrimination, harassment, vilification, oppression, bullying or victimisation. All Directors and employees are required to support a dignifying work environment.
2. The Code of Conduct of the Group sets out the minimum standards of behaviour and conduct expected of all Directors and employees to act and behave ethically and responsibly. All Directors and employees have a responsibility to treat each

other with dignity and respect at all times, including the clients, contractors, agents and suppliers, and to earn and warrant their respect and confidence.

3. Gender is not a barrier to career opportunities and advancement in reNIKOLA. Evaluation, reporting and moderation of performance is based solely on evidence, not on stereotypes or assumptions.
4. The Group believes it is positive to have a workforce of different generations and ages and to encourage the contributions of young people and adults of different ages. Ageing does not lead to reduced opportunities, this promotes inclusion and the learning that comes from working with people of different ages.

DISCLOSURE OF CONCERN

Employees who believe they have been subjected to any kind of discrimination or harassment that conflicts with this policy should seek assistance from a supervisor, the compliance officer, a human resource representative, or refer to reNIKOLA's Whistle-blowing Policy for reporting methods.

No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy.

Acts of unlawful discrimination or harassment may lead to appropriate action to be taken, which may include termination of services where appropriate.

REVISION AND PUBLICATION OF THIS POLICY

The Board of Directors shall review this policy from time to time for effectiveness and to determine whether any changes are required. This policy shall be made available to all via reNIKOLA's website.

This policy has been approved and adopted by the Group on 20 July 2022.