



**POLYMER LINK HOLDINGS BERHAD**  
Registration No. 201301011960 (1041798-A)  
(Incorporated in Malaysia under the Companies Act 1965  
and deemed registered under the Companies Act 2016)

## **GENDER DIVERSITY POLICY**

| <b>Gender Diversity Policy</b> |                       |                      |                       |
|--------------------------------|-----------------------|----------------------|-----------------------|
| <b>Board's Approval Date</b>   | <b>Effective Date</b> | <b>Revision Date</b> | <b>Version Number</b> |
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| <b>Version</b> | <b>Date</b> | <b>Summary of Changes</b> |
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|                |             |                           |

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## 1.0 INTRODUCTION

Polymer Link Holding Berhad (“**Polymer Link**” or the “**Company**”) and its subsidiaries (hereinafter referred to as the “**Group**”) is dedicated to creating a workplace culture that values and promotes gender diversity and inclusion. This Gender Diversity Policy (“**Policy**”) serves as a testament to our commitment to fostering an environment where all employees, regardless of their gender, have equal opportunities, recognition, and respect. By embracing gender diversity, we aim to harness the collective strength of our workforce, enhance innovation, and drive sustainable business growth.

## 2.0 POLICY STATEMENT

The Group recognises that gender diversity is not only a moral imperative but also a strategic advantage. Our policy demonstrates our resolve to ensure that our workforce is reflective of the diverse communities we serve. We believe that by embracing individuals of all genders, we enrich our talent pool, foster creativity, and promote an inclusive workplace that nurtures collaboration and high-performance.

## 3.0 KEY PRINCIPLES

- 3.1 Equal Opportunities: The Group is committed to providing all employees with equal access to opportunities, development programs, training, career advancement, and rewards. Hiring, promotion, and other employment decisions are based solely on an individual's skills, competencies, qualifications, and potential to contribute.
- 3.2 Inclusive Culture: We strive to create an inclusive and respectful workplace culture where every employee feels valued and empowered to bring their authentic selves to work. We actively seek to eliminate discrimination, harassment, and bias, fostering an environment where diversity of thought is celebrated.
- 3.3 Representation: The Group recognises the importance of balanced gender representation at all levels, including senior leadership and the Board. We set specific goals to increase the number of women in leadership positions, tracking progress and holding ourselves accountable for achieving these objectives.
- 3.4 Elimination of Bias: To ensure fairness and objectivity in all aspects of our operations, we are committed to identifying and addressing any gender-related biases that may exist in our policies, procedures, and decision-making processes.
- 3.5 Flexibility: We understand that individuals have unique needs and responsibilities. Our commitment to gender diversity includes offering flexible work arrangements that accommodate personal and family commitments, promoting work-life balance.

## **4.0 IMPLEMENTATION**

- 4.1 Leadership Commitment: The Board and senior management are steadfast in their commitment to championing gender diversity initiatives. They integrate diversity and inclusion considerations into our strategic plans, aligning them with the Group's vision and values.
- 4.2 Awareness and Training: Regular training and awareness programs are conducted across the organisation to educate employees about the importance of gender diversity, unconscious biases, and strategies for creating an inclusive workplace.
- 4.3 Recruitment and Promotion: Our recruitment processes prioritise a diverse candidate pool, ensuring fairness and transparency in selection. Promotions are based on merit, skills, and potential, with gender diversity considerations embedded in talent assessments.
- 4.4 Mentoring and Sponsorship: We establish structured mentoring and sponsorship programs to provide female employees with guidance, support, and exposure to opportunities for professional growth and development.
- 4.5 Monitoring and Reporting: The Group monitors and reports on gender diversity metrics regularly. We review progress, identify areas for improvement, and celebrate successes, promoting accountability and transparency.
- 4.6 Board Composition: The NC and the Board shall nominate or appoint a gender diverse Board with a broad spectrum of perspectives, including but not limited to education background, age, ethnicity, skills, knowledge, expertise, experience, competencies, integrity and/or other commitment that the candidate will bring to complement the Board. The Group takes cognizance of the requirement under the Malaysian Code on Corporate Governance 2021 ("MCCG") to have at least 30% female Directors.

## **5.0 ACCOUNTABILITY**

Every individual within the Group, regardless of their position, is accountable for upholding the principles of the Policy. The Human Resources department, Nomination Committee and the Board plays a pivotal role in ensuring compliance and driving the Policy's effective implementation.

## **6.0 DISCLOSURE**

In accordance with paragraph 15.25 of Bursa Malaysia's ACE Market Listing Requirements, the Company is required to ensure that its Board provides an overview of the application of the principles outlined in the MCCG within its annual report. This includes the disclosure of its policies related to gender diversity and the representation of women at the Board level, which should be reported in the Company's annual reports.

## **7.0 REVIEW AND AMENDMENT**

The Policy has been reviewed and approved by the Board. It shall be periodically reviewed to ensure its continued alignment with best practices and our evolving business needs. Amendments will be made as deemed necessary to uphold our commitment to gender diversity and inclusion.

## **8.0 CONCLUSION**

The Policy signifies our unwavering commitment to creating an inclusive workplace where all employees are treated with respect, have equal opportunities, and are empowered to thrive. By embracing gender diversity, we harness the power of different perspectives, drive innovation, and strengthen our position as a progressive and forward-thinking organisation.

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