



(Company No. 217120- W)

(Incorporated in Malaysia under the Companies Act, 2016)

GENDER DIVERSITY POLICY

(Reviewed on 30 June 2018)

POLICY

The Board of Directors of Evergreen Fibreboard Berhad stays committed to and recognizes the need of gender diversity for a healthy organization and therefore to the extent practicable, the Group will address the recommendations and commentary provided in the Malaysian Code on Corporate Governance (“MCCG”).

1. Objective

The Gender Diversity Policy shall be the framework for the Group to achieve improved employment equality and career development opportunities for woman.

2. Responsibilities

On Commitment

- a. The Board is committed to workplace diversity, with a particular focus on supporting the representation of women in view of achieving the MCCG recommended composition in the Board as well as Key Officers / Management in the Company / Group.
- b. The Board, being assisted by Senior Management, is responsible for developing strategies to meet the objectives of this Diversity Policy including monitoring the progress of achieving the objectives through the monitoring, evaluation and reporting mechanisms as listed in Section 3 and 4.
- c. The Board, through Nomination Committee, shall conduct all Board / Senior Management appointment process in a manner that promotes gender diversity.

On Strategies

The Group’s diversity strategies include:

- a. recruiting from a diverse pool of candidates for female positions;
- b. reviewing succession plans to ensure an appropriate focus on gender diversity;
- c. identifying specific factors to take into account the recruitment and selection processes to encourage gender diversity; and
- d. any other strategies the Board develops from time to time.

3. Evaluation

The Board, through Nomination Committee, shall monitor the scope and applicability of this policy, from time to time.

4. Reporting

In accordance with the Listing Requirements of Bursa Malaysia Securities Berhad on the disclosure of Corporate Governance Statements based on the MCCG, the Company shall disclose in its Annual Report, the proportion of woman participation at Board and Senior Management level.

5. Procedures

1. In fostering diversity, the Board set targets to be meet the recommendations of MCCG and shall assess annually both the targets and the progress in achieving them. The Board shall ensure that the policy:
 - a. Communicates the definition of diversity and recognizes that diversity includes dimensions in skills, experience, age, ethnicity, and gender.
 - b. Articulate the benefits of diversity and the importance of being able to attract and retain board members and senior management personnel from a wide pool of talent.
 - c. Express the company’s commitment to diversity at the leadership level and employee level.
 - d. Ensures the recruitment and selection practices at all levels (from the board downwards) are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates.
 - e. Identifies and implement programs that will assist in the development of a more diverse pool of skilled and experienced employees that, over time, will prepare them for senior management and board positions.
 - f. Introduces key performance indicators (“KPIs”) for senior management personnel to measure the achievement of diversity objectives and link part of their remuneration to the achievement of those objectives.
2. The Nomination Committee shall source and recommend appointments to the Board based on the objectivity of the diversity policy at all times.
3. The Board is also committed to strengthening the pipeline of senior female executives within the business and has taken steps to ensure that there are no barriers to women succeeding at the highest levels within the Company / Group.
4. The Board shall ensure directors appointed possess a diverse range of skills and knowledge that are able to respond to discussions and able to contribute ideas to the shifting market landscape such as changes in business model, changes in consumer demands and new and emerging risks.
5. Appointment of Board Members, Senior Management & Key Officers shall be based on objective criteria, merit and with due regards for diversity in skills, experience, age, cultural background and gender in line with MCCG Practice 4.4.
6. Ensure the policy on diversity being disclosed in the company’s annual report as required under the MCCG.
