




**HENG HUAT RESOURCES GROUP BERHAD
NON-DISCRIMINATION / NON-HARASSMENT POLICY**

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P-HR-23001-V0***

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1.0 PURPOSE

Further to the amendment of Employment Act 1955 by inserting new Section 69F – Discrimination in Employment effective Jan 1, 2023

2.0 SCOPE

Heng Huat Resources Group Berhad (HHRGB) and any subsidiaries companies thereof are committed to providing a workplace free of harassment and unlawful discrimination. **HHRGB** prohibits harassment and discrimination of our employees, and those of our customers and partners, based on race, color, age, gender, nationality, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. We ensure no such discrimination is part of our hiring and employment practices nor that it affects the terms and conditions of employment.

Heng Huat Resources Group Berhad (HHRGB) dan semua syarikat subsidiarinya berkomitmen untuk menyediakan tempat kerja yang bebas daripada gangguan dan diskriminasi yang menyalahi undang-undang. Syariket **HHRGB** melarang gangguan dan diskriminasi terhadap pekerja, pelanggan dan rakan kongsi kami yang berdasarkan bangsa, warna kulit, usia, jantina, kewarganegaraan, kecacatan, kehamilan, agama, kepercayaan politik, keahlian kesatuan atau status perkahwinan dalam pengambilan pekerja yang melibatkan upah, kenaikan pangkat, ganjaran dan peluang latihan. Kami akan memastikan bahawa tiada diskriminasi dalam pengambilan pekerja, dan perkara tersebut tidak akan mempengaruhi terma dan syarat-syarat pekerjaan kami.

Heng Huat Resources Group Berhad (HHRGB) 及其子公司致力于提供一个未有骚扰和非法歧视的工作场所。 **HHRGB** 禁止基于种族、肤色、年龄、性别、国籍、残疾、怀孕、宗教、政治派别、工会或婚姻状况等原因对我们的员工以及我们的客户和合作伙伴进行骚扰和歧视其资格在雇佣和就业实践中如工资、晋升、奖励和获得培训的机会。我们确保此类歧视不会成为我们招聘和雇佣的一部分，也不会影响雇佣条款和条件。

Approved by,



MR FONG CHEE KHUEN
CHIEF EXECUTIVE OFFICER