



# DIVERSITY POLICY

## RT PASTRY HOLDINGS BERHAD AND ITS SUBSIDIARIES

Registration No. 201801014342 (1276358-V)  
(Incorporated in Malaysia)

<b>Version No</b>	<b>Date</b>	<b>Approval Signature</b>
<b>Version 1</b>		

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## **1.0 PURPOSE**

This Policy provides guidelines to employees, officers and directors, consultants and vendors of RT Pastry Holdings Berhad (“the Company”) with respect to diversity in the Company’s working environment.

## **2.0 DEFINITION**

Diversity is the range of human differences, including but not limited to race, age, gender, gender identity, sexual orientation, ethnicity, religious or ethical values system, social class, physical ability or attributes, national origin, and political beliefs.

## **3.0 OBJECTIVE**

3.1 The Company is committed to creating a working environment that is fair; promotes personal and professional growth and benefits from the capabilities and skills of its diverse workforce. The Company acknowledges the value and contribution each individual brings to the workplace and appreciates the value of attracting and retaining employees from different backgrounds leading to continuous improvement in product delivery and achievement of corporate goals

We recognize that diversity in the Board of Directors (“Board”), Senior Management and workforce is an essential measure of good governance and is a critical attribute of a well-functioning Board and organisation. A diverse Board and Senior Management enhances decision-making capability and is more effective in dealing with organisational changes while tapping into the resources of a diverse workforce and utilising the unique gift of each individual.

Our aim is to ensure that our business policies, procedures and behaviours promote diversity and create an environment where individual differences are valued.

3.2 The objectives of this Policy are as follows:

(a) To have a Board, Senior Management and workforce which is characterised by a broad range of viewpoints and perspectives rather than just diversity in skills, experiences and educational backgrounds;

- (b) To contribute to the sustainable development of the Company, and thus promote the interests of all our stakeholders, particularly the long-term interests of our shareholders, fairly and effectively; and

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- (c) To ensure that our business policies, procedures and behaviours promote diversity and create an environment where individual differences are valued.

#### **4.0 SCOPE**

This policy applies to the Company Board of Directors and employees.

##### **4.1 Our guiding principles with respect to diversity are:**

- (a) To treat all employees and prospective employees, fairly and equally regardless of their gender, age, culture/ethnicity, language, and religious beliefs;
- (b) To treat all employees and prospective employees, fairly and equally regardless of their gender, age, culture/ethnicity, language, and religious beliefs;
- (c) To make training, development, and progression opportunities available to all employees;
- (d) To promote the recruitment of employees and directors impartially from a diverse field of suitably qualified candidates; and
- (e) To encourage employees to treat everyone with dignity and respect.

##### **4.2 Our approach to achieving the guiding principles are:**

- (a) Setting measurable objectives for achieving diversity at different levels throughout the Company;
- (b) Developing and implementing ongoing initiatives and programs to promote diversity across the organization; and
- (c) Regularly review our practices and procedures so that it is aligned with our guiding principles and promote the attainment of diversity.

## **5.0 MONITORING AND REPORTING**

Pursuant to the Term of Reference of the Nomination and Remuneration Committee:

- (a) Assess the appropriate mix of diversity including independence and gender of the Board. The Committee will report to the Board on annual basis on the board diversity and make recommendations in relation to Board succession to maintain the appropriate mix of diversity;
- (b) Assess the succession planning for CEO and senior management taking into account the challenges and opportunities the Company is facing and the skills and expertise needed in the future;
- (c) Facilitate the achievement of gender diversity policies and targets; and
- (d) Review the structure, size and composition (including the skills, knowledge and experience) of the Board and make recommendations to the Board with regard to any change.

The Human Resources department will monitor, review and report (at least annually) to the Senior Management on the Company's progress with respect to this policy, including its progress against all measurable objectives introduced.

The Board will at least annually, assess the measurable objectives and the progress in achieving them.

Our annual report will contain details of the measurable objectives set in accordance with this policy and our progress towards achieving them. In addition, we will disclose in our annual report details of the proportion of women employees in our organisation, women in senior executive positions and women on our board.

## **6.0 REVISION**

A review of this policy will be done periodically by taking into consideration the needs of the Company as well as any development in local rules and regulations that may have an impact on this policy.

Any revisions to the Policy will be submitted to the Board for consideration and approval.

This Diversity Policy was adopted by the Board of the Company on [XXX].

**END.**