

# **GENDER DIVERSITY POLICY**



## **SEALINK INTERNATIONAL BERHAD**

**REGISTRATION NO. 200701042948 (800981-X)**

**Revised on  
28<sup>th</sup> February 2024**

## **Introduction**

Practice 5.10 of the Malaysian Code on Corporate Governance 2021 (“MCCG”) recommends that the Board of Directors (“Board”) should establish a policy formalizing its approach to gender diversity. Sealink International Berhad (the “Company” or “Sealink”) is committed to actively managing diversity as a means of enhancing the Group’s performance by recognizing and utilizing the contribution of diverse skills and talent from its Directors, officers and employees.

Diversity includes, but not limited to, gender, age, ethnicity and cultural background.

The Board is pleased to set out below its approach to achieve diversity on the Board or for Senior Management.

## **Objectives**

The Gender Diversity Policy provides a framework for the Group to achieve improved employment and career development opportunities for woman.

## **Responsibilities**

### **(A) The Board’s commitment**

The Board is committed to workplace diversity, with a focus on supporting the representation of women in the composition of Board of the Company.

The Board, assisted by the management, is responsible for developing strategies to meet the objectives of the policy, as well as monitoring the progress of achieving the objectives.

### **(B) Strategies**

The strategies include:

- (a) Recruiting from a diverse pool of candidates for all positions;
- (b) Continuously identify any factor and to take into account the recruitment and selection process to encourage gender diversity;
- (c) Periodically review the succession plan to ensure gender diversity is in place; and
- (d) Any other strategies the Board develops from time to time.

## **Monitoring and reporting**

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

The Management is responsible for implementing, monitoring and reporting on the progress of achieving the objectives set by the Board.

## **Review of the Policy**

The Nominating Committee shall review and assess the relevance and effectiveness of this Policy from time to time or when changes to regulatory requirements necessitate a revision. Recommendation(s) for revisions, including rationale for the changes, shall be highlighted to the Board for its approval.

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