

## SEXUAL HARASSMENT POLICY

Johor Plantations Group Berhad (JPG) recognises that sexual harassment exists both in the workplace and society at large. JPG strives to eradicate all forms of sexual harassment in the workplace and wherever possible influence the behaviour of its employees in a wider social environment.

JPG wishes to maintain a safe and healthy working environment where all employees, irrespective of status, position or gender, are treated with dignity and free from any form of harassment, humiliation and intimidation sexual in nature. As such, JPG has STRICT TOLERANCE against sexual harassment.

JPG has adopted the following definition of sexual harassment, derived from the Employment Act 1955:

“Any unwanted conduct of a sexual nature, whether verbal, non-verbal, visual, gestural or physical, directed at a person which is offensive, humiliating or a threat to their wellbeing”

Though this Sexual Harassment Policy applies to all JPG employees, JPG reserves the right to take necessary legal actions against visitors, clients, customers and contractors if the need arises.