

DIVERSITY, EQUAL OPPORTUNITY & NON-DISCRIMINATION

Risk Identification, Reporting & Response Process

Management Approach: When risks are identified, a complaint is received, or an incident involving discrimination, exclusion, harassment, or intimidation occurs, the Company follows a process of receiving the complaint, verifying the facts, ensuring fair consideration, and taking appropriate action in accordance with established measures.

Areas Covered

01 Race	02 Religion	03 Gender	04 Age
05 Sexual Orientation	06 Disabilities	07 Nationality	

SOURCE BASIS

- Non-Discrimination and Anti-Harassment Practices — prevention and protection of employees, fair investigation, and disciplinary action.
- Whistle Blowing Policy — complaint procedures and investigation.
- Human Resources Management Practices — principles of equality and non-discrimination in human resources management.

RISK IDENTIFICATION, REPORTING & RESPONSE PROCESS

A structured response process from risk identification and reporting through fact-finding, action, protection, and follow-up.

01	Identify Risk or Incident <i>IDENTIFY</i>	Identify or receive information concerning discrimination, exclusion, harassment, intimidation, or related inequality.
02	Report & Receive <i>REPORT & RECEIVE</i>	Provide employees with channels to submit complaints or reports as designated by the Company and proceed in accordance with complaint-handling procedures under the Whistle Blowing Policy.
03	Fact-Finding <i>FACT-FINDING</i>	Collect and review relevant information, consider the facts of the incident, and conduct a fair investigation involving all relevant parties.
04	Take Action <i>ACTION</i>	Where a breach or non-compliance with relevant practices is identified, take action in accordance with measures established by the Company, including appropriate disciplinary action.
05	Protect & Follow Up <i>PROTECT & FOLLOW UP</i>	Protect whistleblowers, complainants, or witnesses in accordance with Company guidelines, communicate outcomes through the established process, and follow up to ensure actions are appropriate and fair.

Response Principles

Fairness Conduct fair investigations involving all relevant parties.	Protection Prevent and protect employees from discrimination, harassment, and intimidation.
Accountability Individuals who breach or fail to comply are subject to measures established by the Company.	Reporting Complaint and whistleblowing procedures and channels are available under the Whistle Blowing Policy.