



**GOLDEN LAND BERHAD**  
**(298367-A)**

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**BOARDROOM GENDER DIVERSITY POLICY**

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The Company is committed to actively managing diversity as a means of enhancing the Company's performance by recognizing and utilizing the contribution of diverse skills and talent from its directors.

Diversity involves recognizing and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including age, gender, ethnicity, cultural background or other personal factors. The Company values the differences between its people and the contribution these differences make to the Company.

**OBJECTIVES**

- a) Improved employment and career development opportunities for women.
- b) Support the development aspirations of women in the workplace. This also means that selection, promotion, retention, development will continue to be considered on the basis of merit and will exclude any gender-based consideration.
- c) Foster a culture that is free from discrimination, harassment and bullying.
- d) Create awareness that inappropriate behavior or attitudes to women will not be tolerated.

**ACHIEVING DIVERSITY**

The Board will conduct all Board appointment processes in a manner that promotes gender diversity by requiring the selection process for board appointments to involve the creation of a short-list identifying potential candidates for the appointment which must include at least one female candidate wherever reasonable possible and the Board is empowered to engage professional consultants to assist in the hiring process by presenting diverse candidates to the Company for consideration.

## REVIEW OF THE BOARDROOM GENDER DIVERSITY POLICY

The Boardroom Gender Diversity Policy has been adopted by the Board on 26 August 2016. The Policy will be periodically reviewed and updated in accordance with the needs of the Company and any new regulations that may have an impact on the discharge of the Board's responsibilities.