



Sabah Softwoods Berhad
Co. No. 197301003426 (16887-D)

GENDER POLICY

Sabah Softwoods Berhad (SSB) will continuously uphold social responsibility through its commitment to these key policy components:

- Compliance with local, national and ratified international laws and regulations,
- Endeavour to prevent sexual harassment and all other forms of violence against workers, community and women,
- Establish a specific complaints and grievance procedure and mechanism, acceptable by all parties, to address gender-based issue,
- Provide sufficient training and development for employees to increase their awareness, enhance their skills and understanding of this policy,
- Provide opportunities for the development of women's leadership at all levels,
- Ensure effective participation of women in decision making by enrolling them as members of various committees that are already established, such as Occupational Safety and Health (OSH) committee,
- Establish a Gender committee to implement and monitor the policy,
- Communicate, explain and make this policy be understood by all stakeholders.

Haji Mohd Daud Bin Tampokong
(Chief Executive Officer)

1st April, 2022
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