



## DEFINITIONS

- “Digi” or “Company” : Digi.Com Berhad
- “Board” : Board of Directors of Digi

### **1. Purpose**

- 1.1 This Policy aims to set out the approach to achieve diversity on the Company’s Board and its workforce.

### **2. Vision**

- 2.1 The Company recognises and embraces the benefits of having a diverse Board and its workforce to enhance the quality of its performance.

### **3. Policy Statement**

- 3.1 With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.
- 3.2 The Company recognises the value of a diverse, inclusive and collaborative workplace culture and is committed to create a fair and flexible working environment which promotes personal and professional growth. The Company aims to attract and retain people with diverse skills, experience and background to benefit from the capabilities of a diverse workforce across all work areas that affect its customers and local communities.

### **4. Measurable Objectives**

- 4.1 Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational



background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit, contribution and potential that the selected candidates will bring to the Board and its workforce.

4.2 The Board will annually measure its performance against its measurable objectives as follows:-

4.2.1 Annually review and report on, in the Annual Report, the gender and age composition of the Board and its workforce.

4.2.2 The Board annually will require the Chief Executive Officer and Chief Human Resource Officer to review and report on the gender, ethnicity and age composition of the wider organisation and, in particular, the mix of genders and age in its workforce throughout the organisation.

## **5. Monitoring and Reporting**

5.1 The Nomination Committee will report annually, in the Annual Report, its activities which include Board's composition having regard to the mix of skills, independence, and diversity (including gender and age) and monitor the implementation of this Policy.

5.2 The Board will delegate to the Chief Human Resource Officer together with the Chief Executive Officer to implement and monitor the objective of this Policy to promote a corporate culture which embraces gender, age and ethnicity diversity. The Chief Human Resource Officer shall report the evaluation on the effectiveness of the implementation of this Policy to the workplace and the Board annually.

5.3 All staffs have responsibilities to support and respect equity, workplace diversity, ethical practices, workplace safety and to prevent unlawful discrimination and harassment.

## **6. Review of this Policy**

6.1 The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.



**7. Disclosure of this Policy**

7.1 This Policy will be published on the Company's website for public information.

**8. Approval**

8.1 This Policy was reviewed and approved by the Board of Directors on 13 March 2017.