



SABAHEBAT SDN BHD

198601006492 (1555657-V)

P.O Box 175, 89728 Membakut, Sabah

Planted Area: 760.33Ha, Certified Area: 1,214.10Ha

SEXUAL HARASSMENT POLICY

Sabahebat Sdn. Bhd. is committed to providing the workplace is safe and free from sexual harassment. No one should be subjected to any form of sexual harassment while carrying out their duties. The Company views sexual harassment as a serious violation of the company's rules and regulations and work values.

According to the Code of Practice on Prevention and Eradication of Sexual Harassment in the Workplace, issued by the Ministry of Human Resources Malaysia (1999), sexual harassment is any unwanted conduct of a sexual nature having the effect of verbal, nonverbal, visual, psychological or physical harassment

- (i) that might, on reasonable grounds, be perceived by the recipient as placing a condition of a sexual nature on her/his employment or
- (ii) that might, on reasonable grounds, be perceived by the recipient as an offence, humiliation, or a threat to her/his well-being, but has no direct link to her/his employment.

Whichever employee if subjected to sexual harassment, a complaint should be made. Employees shall be protected from intimidation, victimisation, or discrimination for filing a complaint or assisting in an investigation and. Retaliating against an employee for filing a complaint on sexual harassment is a serious disciplinary offence which will attract dismissal. The Company will response promptly to take action against the complaint filed

The Company will not tolerate any false and fabricated accusation against innocent persons. Any employee who knowingly makes a false accusation may be subjected to disciplinary action including dismissal.

DATUK ABDUL RAZAK HARRIS
DIRECTOR

13 JANUARY 2025
REVISED DATE