



HEXTAR HEALTHCARE BERHAD
(formerly known as Rubberex Corporation (M) Berhad)
199601000297 (372642-U)

POLICY ON WORKPLACE DISCRIMINATION

Hexcare is committed to providing an environment that is free from discrimination in employment and opportunity due to race, religion, creed, national origin, ancestry, disability, marital status, gender, sexual orientation or age. This Policy applies with regard to all aspects of one's employment, including hiring, transfer, promotion, compensation, eligibility for benefits and termination.

At Hecare, we:

- Strictly follow current operational procedures at the Human Resource (HR) Department that will ensure equal opportunity for all people without regard to race, religion, creed, national origin, gender, sexual orientation, age, ancestry, marital status, disability, veteran or draft status;
- Make reasonable accommodations wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided that any accommodations made do not require significant difficulty or expense;
- Thoroughly investigate instances of alleged discrimination and take corrective action if warranted; and
- Monitor staff performing the hiring function and ensure that failure to comply with this Policy and related Standards will result in disciplinary action, up to and including termination of employment.

August 2023 (Updated)