



RGT BERHAD

Registration No. 198101004909 (71024-T)
(Incorporated in Malaysia)

SEXUAL HARASSMENT & HARASSMENT POLICY

RGT Berhad and its subsidiaries recognize the duty to ensure a safe and healthy working environment for the company's employees, contractors, visitor, vendors and others at the workplace who may be affected by any form of harassment humiliation and intimidation of sexual nature.

Sexual Harassment Definition:

"Any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture nature or any other behaviour of a sexual nature that causes offence or humiliation" include:

- Repeated request or any forms of pressure for asexual other than personal relationship.
- Obscene messages sent by text, social media, voice mail.
- Remarks speculating about a person's sexual activities or history.
- Displaying sexual materials including pornography photos, posters, cartoons.
- Using unwelcome pet names such as "honey", "babe", "princess" etc.
- Rape, attempted rape, sexual assault or any sexual act committed using coercion without consent are criminal offences.

Harassment Definition:

"Harassment may be verbal or non-verbal and may be physical in nature. Harassment may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimate, belittle, humiliate, embarrass hostile to a person does not have to be intentional or deliberate" include:

- Verbal abuse, insulting and name-calling.
- Shouting, aggressive, offensive behaviour.
- Using a person as the constant or repeated target of jokes.
- Slandering, maligning, criticising another person reputation by gossiping, rumour and ridicule.
- Hostility demonstrated through sustained unfriendly contact, ignoring, isolating someone.
- Repeating staring or aggressive facial expression.
- Physical attack, abusing, slapping, hitting, kicking or biting another person.

The company requires all employees to cooperate with the management in maintaining a safe working condition and to prevent and avoid any situation or action that could be construed as harassment, humiliation and intimidation of a sexual nature to themselves and to others.

Managers, Engineers and Supervisors are expected to treat all employees irrespective of status or position with dignity.

This Policy is approved by Board of Director on 15 May 2025.

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