Kinergy

Kinergy Advancement Berhad
Kinergy Group
Kinergy/ the Group

Discrimination and Harassment in the Workplace Policy

DISCRIMINATION AND HARASSMENT IN THE WORKPLACE POLICY

Policy Statement

A **Kinergy Advancement Berhad and its Group of companies ("Kinergy"** or **"the Group")** is committed to maintaining a workplace environment where all individuals are treated with dignity and respect. We do not tolerate any form of discrimination, harassment, bullying, or abusive behaviour in any interaction with our organisation.

1. Objectives

This Discrimination and Harassment in the Workplace Policy ("Policy") aims to:

i. Ensure all employees, contractors, and stakeholders are treated with dignity and respect, free from discrimination, harassment, bullying, or abusive behaviour
ii. Define expected standard of conduct, reporting mechanisms to ensure fair and transparent reporting of incidents
iii. Reinforce the Group's commitment to zero tolerance for discrimination and/or harassment

2. Scope of Application

This Policy applies to all operations, subsidiaries, projects, and joint ventures in which the Group exercises operational control or significant influence. All individuals dealing with Kinergy—whether on our premises, at project sites, through digital platforms, or during business engagements—are expected to uphold the same standards of dignity, fairness, and respect that we maintain for our employees. Likewise, employees of Kinergy are required to always treat all customers and external parties with professionalism and courtesy. Any behaviour that undermines these principles will be addressed promptly and appropriately.

3. Prohibited Conduct

3.1 Discrimination

Unfair or unequal treatment of individuals based on characteristics such as gender, age, ethnicity, cultural background, skill, experience and perspectives.

3.2 Workplace Harassment

Unwelcome behaviour – verbal, non-verbal, physical, or written-that affects a person's dignity, creates a hostile or offensive environment, or interferes with work performance.

3.3 Sexual Harassment

Any unwelcome sexual advances, requests for sexual favours, physical contact, or sexually suggestive remarks or actions. Examples include inappropriate touching, suggestive messages, sexual jokes, or coercion.

3.4 Bullying

Repeated, unreasonable, or aggressive behaviour intended to intimidate, degrade, humiliate, or undermine an individual or group.

3.5 Retaliation / Victimisation

Any adverse treatment toward a person for reporting a concern, participating in an investigation, or exercising their rights under this Policy.

4. Reporting Procedures

4.1 How to Report

Employees can report incidents directly to their superior or head of department, Human Resources Department, and/or whistleblowing email at whistleblowing@kinergyadvancement.com. Reports may be made verbally or in writing.

4.2 Confidentiality

All complaints will be treated confidentially wherever possible, with information shared only on a need-to-know basis.

4.3 Good Faith Protection

Employees who report concerns in good faith are protected from retaliation. Any attempt to retaliate against a reporter is a violation of this Policy and will result in disciplinary action.

5. Corrective Action or Disciplinary Measures

If a complaint is substantiated, disciplinary action may include:

- Counselling or warnings
- Mandatory training
- Suspension
- Demotion
- Termination of employment
- Contract termination for vendors or contractors
- Reporting to law enforcement authorities (for criminal elements)

6. Continuous Improvement and Transparency

The Group consistently monitors, reviews, and enhances its practices to ensure alignment with evolving regulatory requirements, industry standards, and best practice frameworks. Kinergy reports its performance and relevant information through mandatory and voluntary public disclosures, ensuring accuracy, integrity, and transparency in communication with stakeholders.

7. Feedback and Stakeholder Engagement

The Group recognises that open communication and stakeholder participation are essential to maintaining a safe and respectful workplace. The Group encourages internal and external stakeholders to provide feedback, raise concerns related to whistleblowing-related and practices via the Group's Whistleblowing email at whistleblowing@kinergyadvancement.com.

All reports and feedback are reviewed by the Management of the Group and escalated to the Board, which ensures timely assessment, appropriate action, and integration of valid recommendations into the Group's workplace conduct and improvement initiatives.

8. Review

This Policy is subject to periodic review and refinement to ensure ongoing relevance, effectiveness and alignment with emerging regulatory requirements, industry best practices and stakeholder expectations. This Policy was approved by the Management of Kinergy on 24th November 2025.