

SEXUAL HARASSMENT POLICY

Fajarbaru Builder Group Bhd (“FAJARBARU”) is committed to provide a safe environment for all its employees, free from any form of harassment, humiliation and intimidation of a sexual nature.

Definition of Sexual Harassment is as per specified in the Code of Practice on the Prevention and Eradication of Sexual Harassment in the Workplace issued by the Ministry of Human Resource, Malaysia.

Fajarbaru is responsible and committed in giving adequate attention to the ethics and conduct of the employees in connection with sexual harassment (verbal, gesture, visual psychological or physical contact, including any notes that are sent via electronic media) and violence.

Fajarbaru will operate a zero-tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment. Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimised for making such complaint. Employee who has been harassed, or has witnessed or is affected by the harassment, should report such conduct to the HOD of his/her division or to the Senior Manager, Human Resource Dept.