



**JAYA TIASA HOLDINGS BERHAD**

**SEXUAL HARASSMENT & VIOLENCE PREVENTION POLICY**

Jaya Tiasa Holdings Berhad (JTH) is committed to providing a work environment that is free from sexual harassment and violence.

JTH recognizes that all employees and contractors as well as vendors, customers and visitors have the right to be treated with dignity and respect. JTH will not tolerate behavior which might constitute sexual harassment or any other forms of intimidation and will do everything reasonably practicable to prevent them from occurring.

Sexual misconduct is defined by the company as involving any or all of the following; any unwanted conduct of sexual nature takes the form of verbal, visual, gestured, psychological or physical harassment. This includes e-mails/letters depicting sexual content or harassment that is unsolicited.

All employees must cooperate in ensuring a harassment-free work environment exists, by refusing to accept or participate in any behaviors which constitute sexual harassment or any other forms of intimidation which are violent in nature.

JTH will promptly and thoroughly investigate all reports of sexual harassment, threats or actual violence. If proven, sexual harassment and other forms of violence are considered acts of serious misconduct, and will be dealt with under JTH's disciplinary procedures that can justify the punishment of dismissal.

A handwritten signature in black ink, appearing to read "Dato' Wong Sie Young".

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**DATO' WONG SIE YOUNG**  
**CHIEF EXECUTIVE OFFICER**  
15<sup>th</sup> March 2016