



---

## Sexual Harassment Prevention Policy

Tradewinds Plantation Berhad (TPB) is committed in providing a safe, flexible and respectable working environment free from all forms of sexual harassment for its employees and clients.

All TPB employees are required to treat each other with dignity, courtesy and respect.

Sexual harassment includes but not limited to:

- Comments about a person's private life or their appearance
- Sexually suggestive behaviour or inappropriate physical contact
- Sexually suggestive comments or jokes
- Displaying offensive screen savers, photos, calendars or objects
- Repeated unwanted social invitations or proposals for intimacy
- Sexually explicit emails, text messages or posts on social networking sites

This policy requires all staff and clients to respect other people's limit

A handwritten signature in black ink, appearing to read "Charles Chow Kok Cheng", is written in a cursive style.

CHARLES CHOW KOK CHENG  
Group Chief Executive Officer and Managing Director  
1<sup>st</sup> June 2020