



# EMPLOYMENT & EQUAL OPPORTUNITY POLICY

## 1 Policy

PowerAsia Limited ('PowerAsia' or "the Group") is committed to developing the diverse skills and experiences of all of its employees. We respect our employees, clients, candidates and investors without regard to their differences or similarities. Our actions and behaviours must demonstrate and confirm our respect for each other and each other's contributions.

We will support our commitment to equality through our daily work in all company activities, policies, practices and procedures, which will be carried out in accordance with this policy. Each employee is personally responsible and accountable for ensuring that her/his actions and behaviours reflect this policy.

The Group is committed to the goals of equal employment. We aim to provide a work environment for staff that fosters fairness, equity, and respect for social and cultural diversity, and that is free from unlawful discrimination, harassment and vilification as determined by current and future legislation.

## 2 Equal Opportunity

The Group considers all forms of discrimination to be unacceptable in the workplace. The Group is committed to providing equal opportunities throughout employment, including in the remuneration, recruitment, training and promotion of staff.

The Group is committed to ensuring that no employee receives less favourable treatment or is unlawfully discriminated against on grounds of disability, gender, sex, sexual orientation, marital status, race, colour, religious convictions, age, nationality or ethnic origin.

The Group is an equal opportunity employer. All appointments and promotions are made on the basis of performance and ability. We are committed to the continued development of the personal and business skills of our employees and you will be treated in a fair and unbiased way and given every encouragement to realise your

All employees will be made aware of the provisions of this policy and all employees are required to ensure that the policy is carried out properly as in addition to being committed to equal opportunities internally within the workplace, the Group is committed to clients and candidates being treated equally.

The Group is committed to its candidates being assessed in accordance with their merits and qualifications and ability to perform the relevant duties required by a particular vacancy. The Group will not tolerate unlawful discrimination against or towards any candidates, client or prospective client.

The company is committed to achieve the following Employment objectives:

- (a) To ensure that all employees are treated fairly.
- (b) To fully utilise and develop the potential of every employee.
- (c) To maintain all policies and procedures consistent with these principles.
- (d) To ensure all employees are aware of this policy and related issues.