



SEXUAL HARASSMENT POLICY

Acacia Forest Industries Sdn. Bhd. is committed to providing a safe and respectful work environment for all employees, free from discrimination on any grounds and from all forms of workplace harassment, including sexual harassment. We have zero tolerance for any form of sexual harassment in the workplace.

The policy emphasizes our commitment to ensure:

- No sexual harassment among employees at the workplace.
- No revenge, threatening, disturbing or harassing of the complainant, victim or helper.
- No revenge, threatening, disturbing or harassing of any the investigation team.

The zero tolerance means that all incidents and allegations of any form of sexual harassment will be seriously and promptly investigated. Any person found to have sexually harassed another will face disciplinary action which may lead to dismissal from employment.

All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimized for making such a complaint.

John Mervyn Baxter
General Manager

30 November 2024