



## **SABAH SOFTWOODS BERHAD**

**(Co. No. 016887-D)**

### **GENDER POLICY**

**Sabah Softwoods Berhad (SSB)** will continuously uphold social responsibility through its commitment to these key policy components:

- Compliance with local , national and ratified international laws and regulations,
- Endeavour to prevent sexual harassment and all other forms of violence against workers, community and women,
- Establish a specific complaints and grievance procedure and mechanism, acceptable by all parties, to address gender-based issue,
- Provide sufficient training and development for employees to increase their awareness, enhance their skills and understanding of this policy,
- Provide opportunities for the development of women's leadership at all levels,
- Ensure effective participation of women in decision making by enrolling them as members of various committees that are already established, such as Occupational Safety and Health (OSH) committee,
- Establish a Gender committee to implement and monitor the policy,
- Communicate, explain and make this policy be understood by all stakeholders.

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**Mohd. Hattah Bin Hj. Jaafar**  
**(Chief Executive Officer)**

**1<sup>st</sup> July, 2015**