



KULIM (MALAYSIA) BERHAD

SEXUAL HARASSMENT POLICY

KULIM recognizes that sexual harassment exists both within the workplace and in society at large. KULIM seeks to eradicate all forms of sexual harassment in the workplace and wherever possible influence the behavior of its employees in a wider social setting. KULIM wishes to maintain safe and healthy working environment where all employees, irrespective of status, position or sex, are treated with dignity and free from any form of harassment, humiliation and intimidation of a sexual nature. As such, KULIM has a **ZERO TOLERANCE** on sexual harassment.

KULIM has adopted the following definition of sexual harassment, derived from Employment Act 1955, sexual harassment means:

Any unwanted conduct of a sexual nature, whether verbal, non verbal, visual, gestural or physical, directed at a person which is offensive or humiliating or is a threat to his wellbeing, arising out of and in the course of his employment.

While this Policy applies towards KULIM employees, KULIM has the right to initiate necessary legal actions against visitors, clients, customers and contractors if the need arise.

Approved By:

ZULKIFLY ZAKARIAH

Executive Director

01 May 2018