



## INCLUSION, DIVERSITY, AND GENDER EQUALITY STATEMENT

We are committed to fostering an inclusive and diverse workplace culture that promotes gender equality. We believe that embracing diversity and creating an environment where everyone feels valued and respected and contributes to our success and innovation.

**Equal Opportunities:** We provide equal opportunities for all employees and job applicants regardless of gender, race, ethnicity, religion, disability, age, sexual orientation, or any other characteristic.

**Gender Equality:** DGRC is committed to promoting gender equality in all aspects of employment, including recruitment, training, career development, and compensation. We strive to eliminate gender-based discrimination and ensure that all employees have equal access to opportunities.

**Inclusive Workplace:** We actively promote an inclusive workplace where individuals from diverse backgrounds can thrive. We recognize the value of different perspectives and experiences, and we encourage collaboration among employees with varied skills and backgrounds.

**Non-Discrimination:** Discrimination or harassment of any form, including but not limited to gender-based discrimination, will not be tolerated at DGRC. We have strict policies in place to address and prevent any discriminatory behaviour. <<[link to policies and procedures to go here](#)>>

**Flexibility and Work-Life Balance:** Due to the nature of our work, DGRC recognizes the importance of work-life balance and offers flexible working arrangements to accommodate the diverse needs of our employees whilst acknowledging ongoing work-related commitments.

**Reporting Mechanism:** We have established a confidential and impartial reporting mechanism to address concerns related to discrimination, harassment, or any violation of our inclusion and diversity policies. Employees can report such incidents without fear of retaliation ([www.danaugirang.com.my/safeguarding](http://www.danaugirang.com.my/safeguarding)).

**Education and Training:** We provide awareness training to foster a culture of inclusion, diversity, and gender equality, which aims to provide all employees with the skills to promote understanding, sensitivity, and respect for diversity in the workplace.

**Continuous Improvement:** DGRC is committed to review and improve its policies and practices related to inclusion, diversity, and gender equality and to seek feedback from our employees to ensure that our workplace remains fair and equitable.

This statement is aligned with Malaysian law, and DGRC is dedicated to upholding these principles in all aspects of our business.