
Diversity & Inclusion

Overview

CelcomDigi is an equal opportunity employer, and committed to promote employment practices that are transparent, objective and fair.

Our Response

CelcomDigi's People Policy and Diversity, Equity and Inclusion (DE&I) Manual reaffirms for continuous efforts for all people-related processes to ensure diversity and inclusion, and to minimise any sources of bias. The DE&I manual states the following principles as general guidance:

- Devise a diversity and inclusion action plan that addresses locally relevant challenges and opportunities.
- Conduct regular equal pay analysis to monitor and address possible inequalities, with a particular emphasis on gender.
- Ensure that the recruitment and selection process of the job candidates shall secure diversity.
- Grant access to learning and development opportunities aiming to raise awareness and provide practical guidance related to diversity and inclusion, so that all employees can actively contribute to building a workplace embracing diversity and inclusion.
- Supports and promotes internal networks and employee resource groups that aim at uplifting and creating a sense of belonging for diverse and under-represented groups.

How do we address DE&I across different parts of the organization?

The Board

Board diversity has been considered from a number of aspects, including but not limited to gender, age, disability, cultural and educational background, ethnicity, professional experience, skills and knowledge. All Board appointments will be made based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

Employees

All persons, regardless of age, gender, ethnicity, disability, cultural background or other demographic factors, with appropriate experience and qualifications will be considered equally during recruitment. This includes:

- Remuneration levels of employees are set regardless of age, gender, ethnicity, disability, cultural background or other demographic factors without bias
- All decisions associated with career advancement, including promotions, transfers, and other assignments, will have to meet the CelcomDigi's needs, and are determined based on skills, merit, contribution and potential
- All internal and external training opportunities will be based on needs

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Workplace inclusion principles

CelcomDigi is committed to workplace diversity to ensure it values and respects differences, and that its promotes fairness, accessibility, flexibility, and free from discrimination. Promoting workplace diversity is everyone's responsibility. This includes:

- Practising and promoting behaviour consistent with the CelcomDigi's Code of Conduct
- Respecting different ways of thinking and using its employees' different perspectives to improve business outcomes
- Treating each other with respect and dignity
- Providing a safe, secure and healthy workplace
- Making decisions genuinely based on equity and fairness
- Valuing the diversity of people
- Taking appropriate action to eliminate discrimination