



Gender Diversity Policy

This Policy aims to set out the parameters to maintain a gender-diverse organization. At Century, diversity is an essential measure of good governance, be it ethnicity, age, or gender. Diversity is a critical attribute that contributes to sustainable development at both the Board of Directors and Operations levels.

- **A diverse Board** is more effective in dealing with organizational changes and ensures comprehensive and collective wisdom behind all the decisions made by the Board.
- **At the operation level**, a pool with a broader range of talents, skills, and perspectives leads to creativity, innovative solutions, and improved problem-solving capabilities.

TO ACHIEVE THE GENDER DIVERSITY ASPIRATIONS, THE COMPANY:

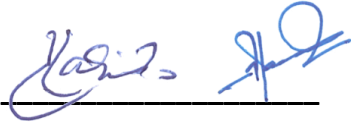
- 1) **Ensures that the composition of the Board** reflects a proper balance of skills, experience, knowledge, perspectives, and, notably, gender, in accordance with the Company's strategic requirements.
- 2) **Implements and maintains inclusive hiring policies** that actively attract candidates from diverse backgrounds; through job postings and recruitment efforts, aim to reach a wide range of candidates from different demographics.
- 3) **Utilizes diverse interview panels to evaluate candidates** during the hiring process. This ensures different perspectives and reduces the chances of bias in the selection process.
- 4) **Conducts diversity and inclusion training** for all employees to create awareness about the importance of diversity and foster a respectful and inclusive work culture.
- 5) **Establish a fair and transparent system for career advancement** and promotions to ensure that all employees, regardless of their background, have equal opportunities to progress within the company.
- 6) **Offer flexible work arrangements** to accommodate employees' diverse needs, such as retiring rooms and childcare.



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INCLUSION

- 1) **Our primary focus** is on fostering an inclusive and equitable environment that ensures our employees feel secure, supported, and respected, fostering a strong sense of belonging.
- 2) **We have integrated principles** of equity and inclusion into all our company processes, from recruitment and retention to sponsorship and advancement opportunities.
- 3) **Our specific goals** include promoting women's empowerment, challenging stereotypes, fostering awareness among our workforce, and actively combating biases.

Prepared By : 

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