

KINSAJASA SENDIRIAN BERHAD

SEXUAL HARASSMENT PREVENTION POLICY

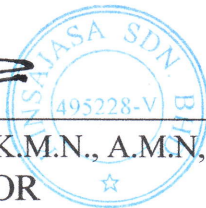
Sexual Harassment is a form of seductive misconduct, unwelcome offensive behavior that debilitates morale, undermines the integrity of employee's working relationship and interferes with their work effectiveness.

In recognition of the above and to ensure a harmonious working environment in KJSB operations, our Sexual Harassment Prevention policy at the workplace will be as follows with immediate effect:

1. No employee - either male or female should be subjected to unsolicited and unwelcome seductive conduct either verbal or physical.
2. Sexual Harassment will not be tolerated and disciplinary action including dismissal will be taken against any offender(s) who is found guilty of the violence.
3. All Department Head is bound to implement this policy and to demonstrate leadership by example to all employees.

Sexual Harassment is fundamentally wrong and any victim must report such incident immediately to me or the trusted complaints committee or Senior Manager for remedial action.

DR. RICHARD WIL, K.M.N., A.M.N., P.B.S.
MANAGING DIRECTOR



Date: 7th August 2013