


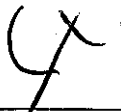
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|  GERAK SAGA | GERAK SAGA SDN. BHD. (Co. No.: 201401022122 (1098208-V)) | | | | | PP |
| | Doc Ref: | PP/005 | Issue No: | 1 | Doc Date: | |
| | Doc Title: | Sexual Harassment Policy | | | | |

Gerak Saga Sdn Bhd (henceforth known as the Company) is committed in maintaining a positive climate for work, in which individuals are judged solely by relevant factors, such as ability and performance and in which they may pursue their work activities in an atmosphere free from coercion and intimidation. Sexual harassment of employees by those in a position to affect their employment conditions or by employees is contrary to such an atmosphere will not be tolerated.

Sexual harassment is defined as unwelcome sexual conduct, such as sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature when or conduct is made a term or condition of employment or creates a hostile and intimidating work environment.

1. The Company will operate a zero-tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all complain of sexual harassment and will take immediate action to resolve such complain.
2. Any employee found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment. The severity of the disciplinary action will be based upon the circumstances of the infraction.
3. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No individual will suffer reprisals for reporting any incident of harassment, making any harassment complaint, or participating in any harassment investigation..
4. Anyone, including employees of the Company, customers, casual workers, contractors or visitors who sexually harass another will be reprimanded in accordance with this internal policy. All sexual harassment is prohibited whether it takes place within the Company premises or outside, including at social events, business trips, training sessions or conferences.
5. The Company will require all employees to attend a refresher training course on the content of this policy. It is the responsibility of every manager to ensure that all his/her employees are aware of the policy.
6. The Company recognizes the importance of monitoring this sexual harassment policy and will ensure that it anonymously collects statistics and data as to how it is used and whether or not it is effective.
7. Supervisors, managers, HR department and those responsible for dealing with sexual harassment cases will report on compliance with this policy, including the number of incidents, how they were dealt with, and any recommendations made. This will be done on a yearly basis. As a result of this report, the company will evaluate the effectiveness of this policy and make any changes needed.
8. The Company will ensure that this policy is widely disseminated to all relevant persons. It will be included in the employee handbook. All new employees must be trained on the content of this policy as part of their induction into the company.

Endorsed by,



Glen MacNair
Managing Director