



MEDIA CHINESE INTERNATIONAL LIMITED

(Incorporated in Bermuda with limited liability)

(Malaysia Company No. 200702000044)

(Hong Kong Stock Code: 685)

(Malaysia Stock Code: 5090)

SOCIAL POLICY

Being a responsible employer, we believe in building and retaining talent by focusing on talent development, health and safety and encouraging diversity at the workplace. We also believe in making a positive impact on society hence we strive to contribute in any manner which can make an impact on the life of the communities we operate in.

Our Social Policy consists of the following areas:

Training and Development

We believe in continuous training and development to build talent capabilities. We provide training and development programmes on new knowledge and technical skills for employees to help them cope with technological changes and our development strategies.

Occupational Health and Safety

We are committed to ensuring the health, safety and welfare of all employees. Through committees set up in Malaysia and Hong Kong, we have identified hazards and developed processes and systems to implement and manage health and safety matters in our Group.

Work-Life Balance

We strive to provide a working environment that allows our employees to experience work-life balance. To promote a healthy lifestyle among our employees, we organize health and wellness activities. We also organize social gatherings that allow our employees to interact with each other to promote “esprit de corps” in our Group.

Diversity

We are committed to workforce diversity to ensure our business remains innovative and sustainable. We emphasize the importance of treating employees fairly, regardless of gender, race or other aspects of diversity. We believe in equal opportunity and shall remain guided by the principles of meritocracy and fairness in all decisions regarding employment, benefits, rewards and professional development of our employees.

Child and Forced Labour

The employment of a child (or young person)* and forced labour in any form is prohibited. The human resource department and user departments will work together to prevent or identify child labor, and to ensure is not in the workforce. We also commit to protecting human rights, prohibiting forced labour, to creating a workplace with fairness, respect, and free will for our employees.

** "Child" means any person who has not completed his 15th year of age and "young person" means any person who not being a child, has not completed his 18th year of age*

Community

We believe in making a positive impact in the communities we operate in. We invest in and support initiatives that focus on education, knowledge building, medical and humanitarian through activities organized by our publications.