



1 January 2016

Equality and Diversity Management Policy
For
Parami Energy Group of Companies

PARAMI ENERGY GROUP OF COMPANIES is committed to an Equality and Diversity Management Policy that is aligned with our Human Rights Policy. In sum, Parami does not discriminate against any race, ethnicity, religion, age, disability, gender, sexuality, or cultural practice. Parami aims to foster an inclusive environment where all employees are treated with respect.

Introduction:

1. Employees should exercise fairness, proper courtesy, consideration and sensitivity in dealing with colleagues, customers and stakeholders. Parami Energy promotes discourse that is professional, honest, and with integrity.
2. This policy is concurrently aligned with the Company's Code of Conduct policy, of which some overlaps will be seen. This policy applies to all employees, officers and directors of the Company, and its related subsidiaries or group of companies.

Parami is committed to enforcing a positive work environment. As outlined in our Human Rights Policy, we employ a Non-Discrimination Policy. Employees must practice a non-discrimination practice, which involves compliance to:

1. Respecting all races and religions.
2. Providing a safe working environment for all personnel.
3. Prohibiting physical, sexual or psychological harassment to any person, group or nationality.
4. No employee will be favoured because of a particular race, religion, gender, culture, or ethnicity. The metrics for employment will be based off of merit.
5. Report any indication of unfair treatment or ill will (please follow the Whistle –blowing Policy and/or the Grievance Policy procedures).
6. There is a zero tolerance policy for harassment and bullying.



This Non-Discrimination policy applies to colleagues, customers, and stakeholders. This is the context in which we conduct our business. Our Grievance Policy for Employees outlines the appropriate channels for those who have experienced any discrimination.

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