



## **TALENT MANAGEMENT COMMITMENT STATEMENT**

### **INTRODUCTION AND OVERVIEW**

InNature Berhad (“InNature” or “the Group”), views its workforce to be a strategic asset for continued business success and sustained value creation.

Talent management, comprising the hiring, retention, reward, development and satisfaction of the Group’s professional talent is an essential aspect of business strategy and business operations.

Its approach to talent management is driven by the goal of providing a fair and equitable workplace where all individuals are treated equally. The Group complies with the regulatory legislation for labour and workers’ rights as prescribed in all markets in which it operates.

The Board and Management of InNature continues to support the professional and personal development of its workforce towards ensuring employee morale and satisfaction and remaining as an employer of choice.

### **EQUAL OPPORTUNITY WORKPLACE**

In all matters pertaining to talent management, InNature practices a non-discriminatory, merit-based approach.

Employees are evaluated based on their professional contributions and conduct, job capabilities, experience and qualifications.

Socio-demographic factors such as ethnicity, marital status, nationality, religion, sexual orientation and other factors are not used in the hiring, retention, reward and professional development of employees.

### **MINIMUM WAGE AND OVERTIME**

InNature adheres to the Malaysian Government’s Minimum Wage Act 2018. Eligible employees can only work a maximum of 27 overtime hours per month. All overtime hours are paid in accordance to the Malaysian Employment Act 1955. The maximum overtime we have set is less than the maximum overtime outlined in the Employment Regulations of 1980.

Overall, employees are provided competitive remuneration packages as per industry benchmarks for salaries and benefits. Employees are entitled to salary increments, bonuses and other emoluments as stipulated by law.

These benefits include statutory payments to retirement funds, Group Hospitalisation and Surgical Insurance, Group Personal Accidents and Group Term Life, maternity leave, paternity leave, product allowances and staff discounts.

Remuneration packages are also determined by employees' experience, skills and competencies as well as work performance and contribution to the realisation of personal and company key performance indicators ("KPIs").

These are subject to the performance of the employee as appraised through a formal performance review process and the overall business and financial performance of the Group.

InNature subscribes to the principle of Equal Work for Equal Pay. Hence, employees' remuneration as well as training and promotion opportunities and selection for career development is based purely on meritorious performance.

Socio-demographic factors such as gender, religion, race, marital status, physical disabilities, nationality, age and sexual orientation are disallowed to be used as criteria in any way or form with regards to any aspect of talent management.

InNature does not tolerate child labour, and will not employ children below the legal minimum working age requirement of any country. Employees and contract personnel must be at least eighteen (18) years of age (unless otherwise determined by the local laws of the host country).

## **FORMAL APPRAISAL PROCESS**

All employees are provided with a formal performance appraisal at least once a year. The appraisal serves to enable a fair assessment of the employee's job performance, which serves as guidance for the determination of salary increments, bonuses as well as training needs to close any gaps in competencies.

Appraisals also serve as a channel for employees to provide feedback to Management on areas which can be improved such as processes, procedures and more. In addition, employees have a direct channel to give feedback to Management through the annual employee survey conducted by the HR Department.

## **SAFE WORKPLACE**

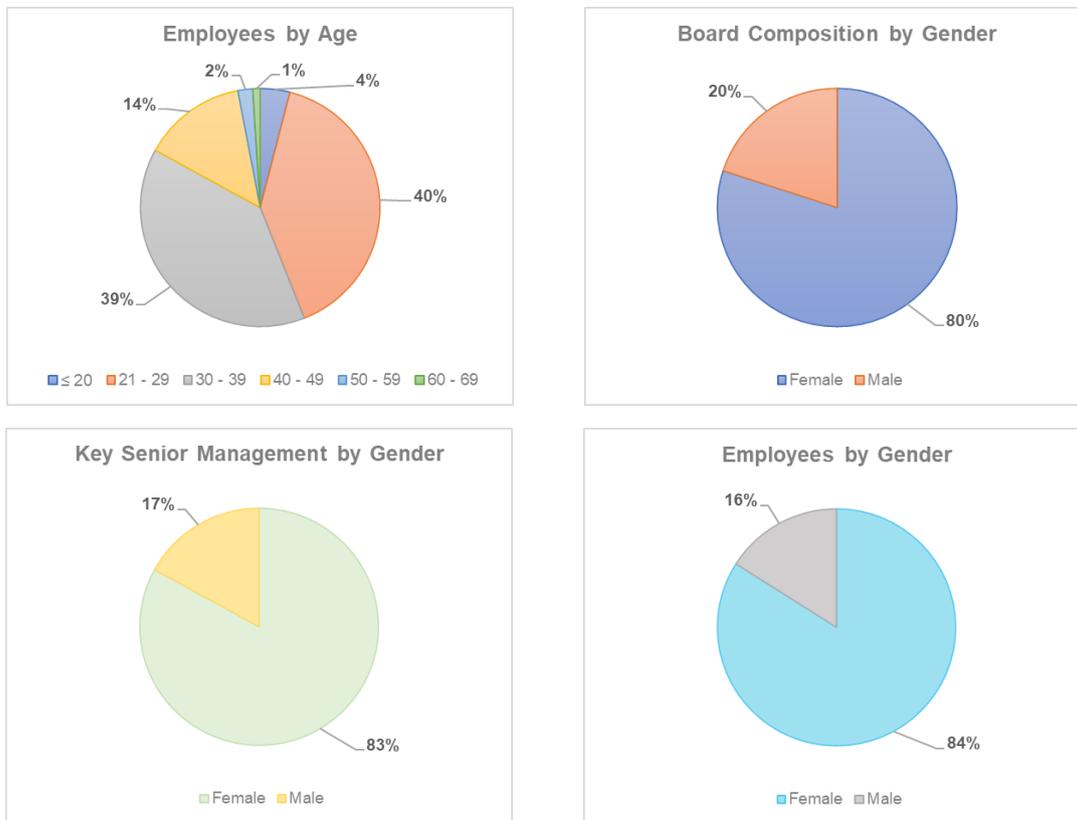
InNature adopts a zero tolerance stance to all forms of bullying or harassment in the workplace. This includes sexual harassment, gender discrimination, peer pressure or coercion and more. Grievance and whistleblowing mechanisms have been established for any employee to voice out grievances.

Thus far, zero grievances have been received through these mechanisms. In addition, an employee handbook with information pertaining to the aforementioned has been distributed in English for Malaysia and respective local language for our subsidiaries in other countries.

Education on sexual harassment issues have also been updated and disseminated to employees in 2023. In fact, InNature goes beyond by involving its employees in campaigning with Women's Aid Organisation to raise awareness on violence against women, which includes physical, sexual or mental abuse. This campaign has been part of InNature's ongoing efforts in the last three decades to empower women and girls, which includes our own employees in the workplace.

## DIVERSITY AND INCLUSION

The Group employs talents from diverse socio-economic backgrounds. The Group subscribes to the view of strength in diversity, where multi-pluralism in its organisational culture promotes diverse perspectives, innovation, new ideas and supports enriched decision making.



*Statistic year: 2022*

The Group is also committed to championing women empowerment, which is reflected in its workforce and our Board composition. Presently, at least 80% of its employees and Board directors are women.

## EMPLOYEE DEVELOPMENT

InNature subscribes to the principle of continuous training and development. Hence, the Group provides a wide range of internal and external professional courses and programmes for staff.

All new retail store employees are required to complete a comprehensive training programme followed by on-the-job training to ensure that they are ready and capable to provide a high level of customer service as set out by the Group's service standards.

## **EMPLOYEE ACTIVISM AND VOLUNTEERISM**

As a socially conscious organisation guided by its corporate philosophy of Business as a Force for Good,” InNature actively aims to instill in employees a desire to contribute to societal causes. This comprises championing environmental and community issues in particular, women and youth empowerment.

Thus, InNature encourages employees to participate in its various activism campaigns and to actively contribute to the development of a more equitable and just society.

All employees are paid to perform 20 hours of any form of voluntary work.

## **FUTURE PLANS**

InNature’s plans with regard to talent management remain focused on continuing to develop a professional, high-calibre and motivated workforce. Given this objective, strategies for recruitment, retention, training and development as well as morale and satisfaction will continue to be enhanced.

The Group also intends to increase the level of communication and engagement with employees to gaining a better perspective of employees’ concerns and aspirations. In addition, there will be increased focus on developing career pathways of employees towards supporting succession planning for key positions across the Group.

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