

DIVERSITY IN PETRON

The Company has a policy of 'Malaysian First' when engaging employees. To date, Petron Malaysia Group have hired over 200 Malaysian employees to fill the job vacancies created since the take-over by Petron in 2012. These Malaysia employees have an opportunity to learn the business and complex processes in the downstream oil and gas industry first hand and in turn contribute to the long-term development of the Company, economy and society as a whole.

Workplace Diversity (updated 1 May 2015)

	Petron Malaysia Refining & Marketing Bhd	Petron Fuel International Sdn Bhd	Petron Oil (M) Sdn Bhd	TOTAL
ETHNIC				
Malay	210	88	5	303
Chinese	66	49	-	115
Indian	34	20	-	54
Others	5	16	8	29
GENDER				
- Male	259	90	13	362
- Female	56	83	-	139
AGE				
- 21 – 30	59	48	-	107
- 31 – 40	73	70	4	147
- >40	183	55	9	247

Management Committee



It is the policy of the Company to provide equal employment opportunity in conformance with any applicable local laws, regulations and Malaysian Government policy (GOM Policy) in place from time to time to Malaysian nationals, regardless of gender, who are qualified to perform job requirements. The Company administers its personnel policies, programs, and practices in conformance with any such applicable laws, regulations and GOM Policy in all aspects of the employment relationship, including recruitment, hiring, work assignment, promotion, transfer, termination, wage and salary administration, and selection for training.

Manager and supervisors are responsible for implementing and administering this policy, for maintaining a work environment free from unlawful discrimination, and for promptly identifying and resolving any problem area regarding equal employment opportunity.

In addition to providing equal employment opportunity as set above, it is also the Company's policy to undertake in conformance with applicable local laws, regulations and GOM Policy, special efforts to:

- Develop and support educational programs and recruiting sources and practices that facilitate employment of Malaysian nationals, regardless of gender;
- Develop and offer work arrangements that help to meet the needs of the diverse work force in balancing work and family obligations;
- Establish company training and development efforts, practices, and programs that support diversity in the work force and enhance the representation of Malaysian nationals, regardless of gender throughout the Company;
- Foster a work environment free from sexual, racial, or other forms of harassment;
- Make reasonable accommodations that enable qualified disabled individuals to perform the essential functions of their jobs;
- Emphasize management responsibility in these matters at every level of the organization.

Individuals who believe they have observed or been subjected to prohibited discrimination should immediately report the incident to their supervisor, higher management, or their designated Human Resources Department contact. Complaints will be investigated and handled as confidentially as possible.

Individuals will not be subjected to harassment, intimidation, prohibited discrimination or retaliation for exercising any of the rights protected by this policy.