



## **FAMAX TECHNOLOGY (M) SDN. BHD.** (200601028954 (748710-K))

### **EQUAL PAY TO EQUAL WORK POLICY**

#### **1. Introduction**

FAMAX TECHNOLOGY (M) SDN. BHD. is committed to providing a workplace that promotes fairness and equality. Employees performing substantially similar work under similar conditions, with similar responsibilities, skills, and experience, will receive equal pay. Pay includes base salary, bonuses, allowances, and other forms of compensation.

#### **2. Job Evaluation**

Jobs will be evaluated on the basis of objective criteria such as the level of responsibility, skill, effort, and working conditions, rather than based on personal characteristics. This ensures roles are benchmarked fairly and consistently.

#### **3. Transparency**

Compensation structures and salary bands will be transparent and regularly reviewed to ensure alignment with industry standards and internal equity. Any discrepancies that arise will be promptly addressed.

#### **4. Pay Decisions**

Decisions on pay and compensation shall be based solely on the individual's performance, qualifications, skills, experience, and the requirements of the job. External factors such as market conditions and prevailing wage rates may also be considered, but personal characteristics will never be a factor in pay determination.

#### **5. Monitoring and Reporting**

Human Resources will monitor pay practices annually to ensure compliance with the Equal Pay for Equal Work Policy. Any significant discrepancies will be investigated, and corrective actions will be taken as necessary.

#### **6. Training and Awareness**

Managers and supervisors responsible for hiring, promotion, and compensation decisions will undergo training to understand unconscious bias and promote fairness in pay practices.

#### **7. Grievance Procedure**

Employees who believe they are not receiving equal pay for equal work are encouraged to raise their concerns with their immediate supervisor or Human Resources. FAMAX TECHNOLOGY (M) SDN. BHD. is committed to investigating and resolving such grievances promptly and fairly without retaliation.

#### **8. Compliance**

FAMAX TECHNOLOGY (M) SDN. BHD. will comply with all local, state, and federal laws related to equal pay and non-discrimination. This policy aligns with the company's broader commitment to diversity, equity, and inclusion.

#### **9. Review**

This policy will be reviewed annually to ensure its effectiveness and updated as necessary to remain in compliance with evolving regulations and industry best practices.

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**Lee Chie Siang**  
**Managing Director**  
**01st January 2025**