

# PART III

# WORKPLACE CULTURE AND ENVIRONMENT

## 1. SIGNIFICANCE OF SAFE, SECURE AND CONDUCTIVE WORKPLACE ENVIRONMENT

PETRONAS is committed to providing, in collaboration with you, a safe, secure and conducive workplace culture and environment, where the values of mutual and reciprocal respect, trust and confidence are upheld and actively promoted.

## 2. UNLAWFUL DISCRIMINATION

### 2.1.

PETRONAS will not tolerate unlawful discrimination in the workplace or on the job.

### 2.2.

You must comply with laws in your local jurisdiction that prohibit workplace discrimination.

## 3. SUSTAINABLE DEVELOPMENT

### 3.1.

PETRONAS is committed to sustainable development in order to help meet the world's growing energy needs through economical, environmental and socially responsible efforts.

### 3.2.

You should aim to create lasting social benefits; safeguard the health and safety of employees, contractors and neighbours; minimise disruptions to the community; lower emissions; minimise impact on ecosystems and biodiversity; and use energy, water and other resources more efficiently.

## 4. DRESS CODE

All employees should be neatly, appropriately and decently attired during office working hours. All employees should comply with more specific rules concerning attire that may be set out in any Country Supplement to this Code applicable to them or otherwise established by PETRONAS for the workplace.