


**COMPLIANCE TO ALL THE RELEVANT MALAYSIAN  
EMPLOYMENT RELATED LAWS AND REGULATIONS POLICY**

Approving Authority	: Management Committee
Establishment Date	: 11 October 2023
Last Amendment Date	: 7 April 2026
Version	: 2
Responsible Division	: Human Capital Management (HCM)

**(A) Preface**

At Multimedia University (“MMU” or “University”), we are committed to upholding and complying with all Malaysian employment-related laws and regulations. We treat our employees fairly and with respect, ensuring equal opportunities and protecting their rights. We maintain a safe and healthy work environment, free from harassment and discrimination. Our commitment to compliance extends to fair compensation, employee privacy, and the maintenance of accurate records. We provide training and education to promote awareness and understanding of employment laws. Reporting violations and non-retaliation are encouraged and supported. By prioritizing compliance, we aim to create a workplace that fosters trust, integrity, and the well-being of our employees.

**(B) Policy Statement**

The MMU Human Capital Management Division is responsible for providing supports and services to all staff members, ensuring a harmonious and conducive working environment by complying with legal requirements.

**The TM Code of Conduct and Business Ethics (CBE) serves as the primary policy and set of guidelines we use to ensure compliance with all laws and regulations in our services and operations.**

**(C) Implementation and Review**

MMU shall implement this policy through established human resources (HR) procedures aligned with applicable Malaysian employment laws. The policy shall be reviewed periodically or as required by legal or regulatory changes to ensure continued effectiveness and compliance.

**Version Record:**

Version	Date
1	11 October 2023
2	7 April 2026

**Relevant TM Policy:**

No	Policy
1	<a href="#">TM Code of Conduct &amp; Business Ethics</a>