

 MULTIMEDIA UNIVERSITY	<b>DIVERSITY, EQUITY &amp; INCLUSION POLICY</b>										
<table> <tr> <td>Approving Authority</td> <td>: Management Committee</td> </tr> <tr> <td>Establishment Date</td> <td>: 11 October 2023</td> </tr> <tr> <td>Last Amendment Date</td> <td>: 7 April 2026</td> </tr> <tr> <td>Version</td> <td>: 3</td> </tr> <tr> <td>Responsible Division</td> <td>: Human Capital Management (HCM), Student Experience and Entrepreneurship Development (SEED)</td> </tr> </table>		Approving Authority	: Management Committee	Establishment Date	: 11 October 2023	Last Amendment Date	: 7 April 2026	Version	: 3	Responsible Division	: Human Capital Management (HCM), Student Experience and Entrepreneurship Development (SEED)
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### (A) Preface

At Multimedia University (“MMU” or “University”), we embrace diversity, strive for equity, and foster inclusion. We believe that a diverse workforce and student community, representing a range of backgrounds and perspectives, enhances our creativity, innovation, and overall success. We are committed to providing equal opportunities for growth, advancement, and recognition to all employees and students, regardless of their diverse characteristics or identities. Our goal is to create an inclusive work and learning environment where everyone feels valued, respected, and empowered to contribute their unique perspectives and experiences. We believe that by embracing diversity, ensuring equity, and promoting inclusion, we can build a stronger, more vibrant organization and society that thrives on the collective strength of our differences.

### (B) Policy Statement

This Diversity, Equity & Inclusion (DEI) statement outlines our commitment and approach to achieving these goals:

- Commitment to Diversity, Equity & Inclusion
- Inclusive Work and Learning Environment
- Professional and Educational Development and Training
- Equal Pay and Benefits for Staff
- Non-Discrimination and Harassment Prevention for all Activities and Processes
- Non-Discriminatory Admission

### (C) Non-Discriminatory Admission

MMU adheres to an admission policy that assesses candidates solely based on their eligibility as defined by regulatory bodies, ensuring that there is no discrimination on the grounds of ethnicity, age, gender, religion or belief, disability, marriage, pregnancy or socioeconomic status.

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.

**(D) Implementation and Review**

MMU will implement the DEI initiatives progressively, in phases through achievable plans and annual priorities. This policy will be reviewed periodically to ensure relevance and alignment with institutional goals and resources as well as regulatory requirements and development.

**Version Record:**

Version	Date
1	11 October 2023
2	16 July 2024
3	7 April 2026

**Relevant TM Policy:**

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