MULTIMEDIA UNIVERSITY®

MMU® MULTIMEDIA UNIVERSITY	**COMPLIANCE TO ALL THE RELEVANT MALAYSIAN EMPLOYMENT RELATED LAWS AND REGULATIONS POLICY**

Approving Authority	: Management Committee
Establishment Date	: 11 October 2023
Last Amendment Date	: 30 October 2026
Version	: 3
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.

In complying with all applicable Malaysian employment laws and regulations, MMU is committed to upholding the employment rights of its employees. Employees may raise concerns through the University's established policies, procedures and guidelines and may, where applicable, seek advice, lodge complaints or pursue remedies through the relevant government agencies or statutory authorities without restriction. MMU shall provide its full cooperation in any inquiry, investigation, conciliation, mediation, reconciliation or other process conducted by such authorities and shall comply with any lawful decision, order or direction issued following the completion of the applicable due process.

(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
3	30 October 2026

Relevant TM Policy:

No	Policy
1	TM Code of Conduct & Business Ethics