SDG 8 Decent Work and Economic Growth

8.2 Employment practice

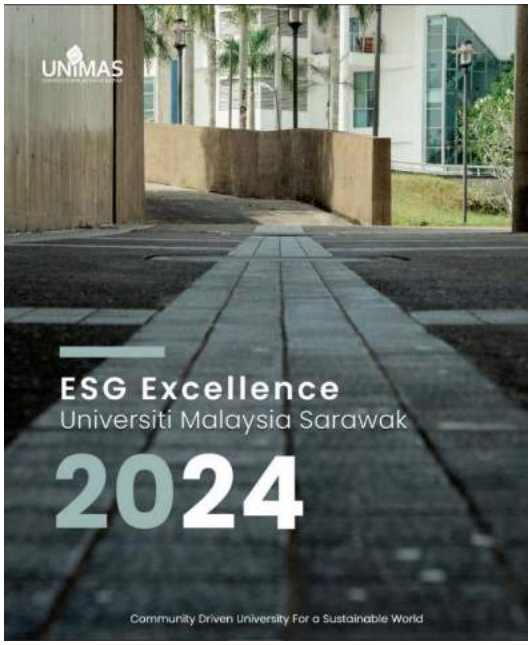
8.2.1 Employment practice living wage

UNIMAS COMMITMENT TO LIVING WAGE AND FAIR EMPLOYMENT PRACTICES

Universiti Malaysia Sarawak (UNIMAS) demonstrates its commitment to fair employment practices by supporting the provision of a living wage for its employees. Through its employment policies and remuneration practices, the university recognises the importance of ensuring that employees receive fair and adequate compensation to support their basic needs, maintain a decent standard of living and promote financial well-being. By emphasising fair wages, employee welfare and equitable employment conditions, UNIMAS contributes to creating an inclusive and supportive working environment while recognising the value and contributions of its workforce. These efforts align with SDG 8: Decent Work and Economic Growth, which promotes decent work, productive employment and fair remuneration, as well as SDG 10: Reduced Inequalities through equitable compensation and economic inclusion. The UNIMAS ESG Excellence Report 2024 is used as the supporting reference, as the UNIMAS ESG 2025 report is still undergoing institutional review and pending endorsement by the UNIMAS Board of Directors.

Keywords: SDG 8: Decent Work and Economic Growth; SDG 10: Reduced Inequalities; THE Impact Rankings; living wage; fair wages; fair remuneration; employment practices; decent work; employee welfare; equitable compensation; adequate salary; financial well-being; employee benefits; workers' rights; fair employment conditions; equal pay for work of equal value; inclusive workplace; economic security; workforce well-being.

Reference: UNIMAS ESG Excellence Report 2024



GOVERNANCE

Market Presence

Ratios of standard entry level wage by gender compared to local minimum wage

Range of minimum wage	Range of maximum wage
RM 1,204 – RM 6,640	RM 2,939 – RM 14,210

Academic	
RM 2,188	RM 14,210
Executive	
RM 1,204	RM 8,070
Management & Professional	
RM 2,078	RM 13,256

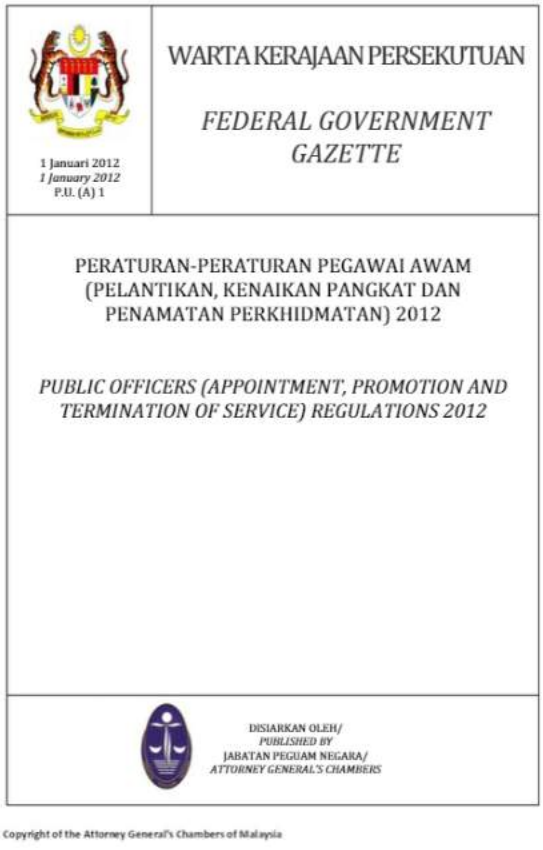
At UNIMAS, male and female employees receive the same initial starting remuneration, ensuring no gender-based discrimination. The university is deeply committed to protecting and promoting equality among its members, with policies that foster gender, racial, and age equality. Ensuring a minimum wage is crucial for improving the economic well-being of UNIMAS employees, who are vital to the institution's operations. Equitable salary distribution is essential for reducing disparities, including those based on gender and citizenship, and has significant implications for economic growth and development at individual, business, national, and global levels.

UNIMAS Ensures Fair Remuneration through Government-Regulated Salary Structures

Universiti Malaysia Sarawak (UNIMAS) demonstrates its commitment to SDG 8: Decent Work and Economic Growth through the provision of fair and structured remuneration for its academic and non-academic staff. As a statutory body, UNIMAS adheres to the salary schemes established by the Malaysian Government, ensuring that staff remuneration is determined according to approved service schemes, qualifications, relevant experience and applicable government regulations. In accordance with Paragraph 25 of the Public Officers (Appointment, Promotion and Termination of Service) Regulations 2012 [P.U.(A) 1/2012], the determination of starting salaries considers the salary prescribed under the respective service scheme and the officer's relevant experience. This structured remuneration framework supports fair employment practices and provides a basis for ensuring employees receive appropriate compensation. Through its adherence to government-regulated remuneration structures, UNIMAS supports staff financial well-being, employment security and decent working conditions.

Keywords: Living wage; fair remuneration; salary structure; government-regulated salary scheme; employee welfare; decent work; employment practice; statutory body; financial well-being; sustainable employment.

Reference: Peraturan-Peraturan Pegawai Awam (Pelantikan, Kenaikan Pangkat Dan Penamatan Perkhidmatan) 2012



WARTA KERAJAAN PERSEKUTUAN

FEDERAL GOVERNMENT GAZETTE

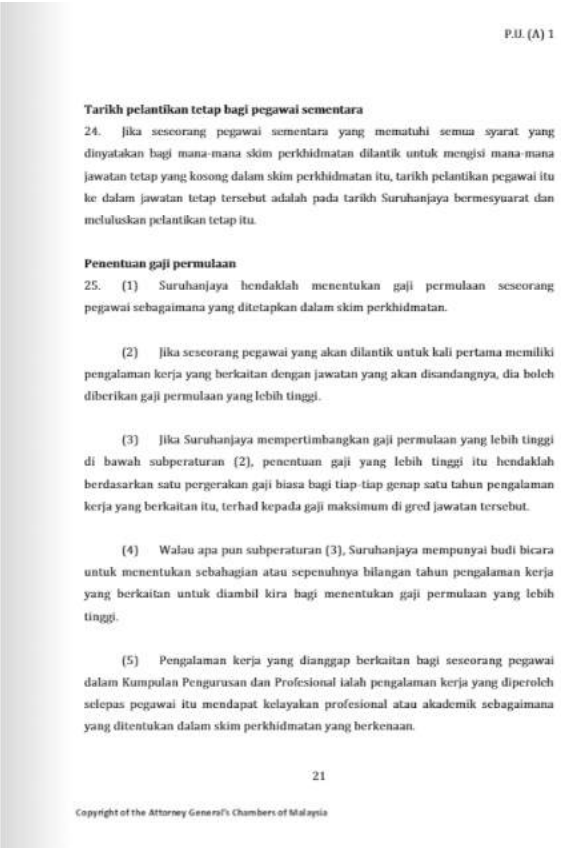
1 Januari 2012
1 January 2012
P.U. (A) 1

PERATURAN-PERATURAN PEGAWAI AWAM (PELANTIKAN, KENAIKAN PANGKAT DAN PENAMATAN PERKHIDMATAN) 2012

PUBLIC OFFICERS (APPOINTMENT, PROMOTION AND TERMINATION OF SERVICE) REGULATIONS 2012

DISIARKAN OLEH/
PUBLISHED BY
JABATAN PEGUAM NEGARA/
ATTORNEY GENERAL'S CHAMBERS

Copyright of the Attorney General's Chambers of Malaysia



Tarikh pelantikan tetap bagi pegawai sementara

24. Jika seseorang pegawai sementara yang mematuhi semua syarat yang dinyatakan bagi mana-mana skim perkhidmatan dilantik untuk mengisi mana-mana jawatan tetap yang kosong dalam skim perkhidmatan itu, tarikh pelantikan pegawai itu ke dalam jawatan tetap tersebut adalah pada tarikh Suruhanjaya bermesyuarat dan meluluskan pelantikan tetap itu.

Penentuan gaji permulaan

25. (1) Suruhanjaya hendaklah menentukan gaji permulaan seseorang pegawai sebagaimana yang ditetapkan dalam skim perkhidmatan.

(2) Jika seseorang pegawai yang akan dilantik untuk kali pertama memiliki pengalaman kerja yang berkaitan dengan jawatan yang akan disandangnya, dia boleh diberikan gaji permulaan yang lebih tinggi.

(3) Jika Suruhanjaya mempertimbangkan gaji permulaan yang lebih tinggi di bawah subperaturan (2), penentuan gaji yang lebih tinggi itu hendaklah berdasarkan satu pergerakan gaji biasa bagi tiap-tiap genap satu tahun pengalaman kerja yang berkaitan itu, terhad kepada gaji maksimum di gred jawatan tersebut.

(4) Walau apa pun subperaturan (3), Suruhanjaya mempunyai budi bicara untuk menentukan sebahagian atau sepenuhnya bilangan tahun pengalaman kerja yang berkaitan untuk diambil kira bagi menentukan gaji permulaan yang lebih tinggi.

(5) Pengalaman kerja yang dianggap berkaitan bagi seseorang pegawai dalam Kumpulan Pengurusan dan Profesional ialah pengalaman kerja yang diperoleh selepas pegawai itu mendapat kelayakan profesional atau akademik sebagaimana yang ditentukan dalam skim perkhidmatan yang berkenaan.

Copyright of the Attorney General's Chambers of Malaysia

UNIMAS Promotes Fair Remuneration and Decent Employment through Institutional Policies

Universiti Malaysia Sarawak (UNIMAS) demonstrates its commitment to SDG 8: Decent Work and Economic Growth through fair remuneration and responsible employment practices. As a statutory body, UNIMAS adopts the Malaysian Government's salary schemes and remuneration framework to ensure structured and equitable staff compensation. This commitment is reinforced by the UNIMAS Environmental, Social and Governance (ESG) Policy, particularly Section 8.3(a) on Employment (Page 9), which emphasises equitable employment opportunities, competitive staff benefits and a fair working environment. Through these policies, UNIMAS promotes employee welfare, financial well-being and decent working conditions for its academic and non-academic workforce.

Keywords: Living wage; fair remuneration; employment practices; employee welfare; equitable employment; competitive staff benefits; decent work; salary structure; sustainable employment; SDG 8.

Reference: UNIMAS ESG Policy

1. INTRODUCTION

1.1 Rising global awareness towards sustainable issues has prompted to the Environmental, Social and Governance (ESG). ESG is an initiative to spearhead integrated efforts for sustainability that involves crucial aspects like social and governance. ESG is also define as a framework for evaluating risks and opportunities related to an operational impact on the environmental, social issues, and governance factors. It is long practiced in the industry and corporate sector and it is now relevant to be implemented amongst and instilled within the higher education level.

1.2 Universiti Malaysia Sarawak (UNIMAS) is one of the public higher education institutes in Malaysia, established under the Universities and University College Act (1971) and a Federal Statutory Body, under the purview of Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605). With the vision to be a leading global university for a sustainable future, and the mission to enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research, and strategic engagement, UNIMAS is desirous to ensure that its operation meets the economic, social and environmental needs of the present without compromising the ability of future generations to meet their own needs, to which what sustainability is all about.

1.3 Henceforth, UNIMAS committed to express its commitment by establishing this policy, entitled "**UNIMAS Environmental, Social, and Governance (ESG) Policy**" (hereinafter referred to as "Policy").

1.4 This Policy outlines UNIMAS's approach to sustainability and ESG, ensuring that we are accountable, transparent, and responsible in all actions to create long-term value for the university and the community. This is a manifestation of UNIMAS to ensure and prioritise the operationalisation its environmental, social and governance aims.

2. POLICY STATEMENT

2.1 UNIMAS is committed to operating in an ethical, sustainable, and responsible manner. This ESG Policy outlines our dedication to Environmental, Social, And Governance (ESG) principles in practice. UNIMAS strives to embed sustainability across all aspects of its operations, aligning with the United Nations Sustainable Development Goals (SDGs) and upholding ESG principles at every level.

2.2 UNIMAS envisions a future where higher education plays a transformative role in fostering sustainable development. Through the commitment to the principles of ESG, UNIMAS aims to lead by example and further established itself as the reference of ESG Excellence, integrating sustainable practices into every facet of university life—from academic curricula to community engagement, governance, and operational practices.

8.3 Social Responsibility

UNIMAS is committed to foster a socially responsible and inclusive environment for all stakeholders. Our social strategy is grounded in promoting fair employment practices, ensuring a safe and healthy work environment, developing talent and maintaining strong relationships with local communities. UNIMAS's approach to social responsibility encompasses in the following key areas:

(a) **Employment:**

UNIMAS strives to create a fair and supportive workplace, offering equitable employment opportunities and competitive benefits to its staff. UNIMAS is committed to foster a culture of transparency, fairness and the value of respect in all employment practices.

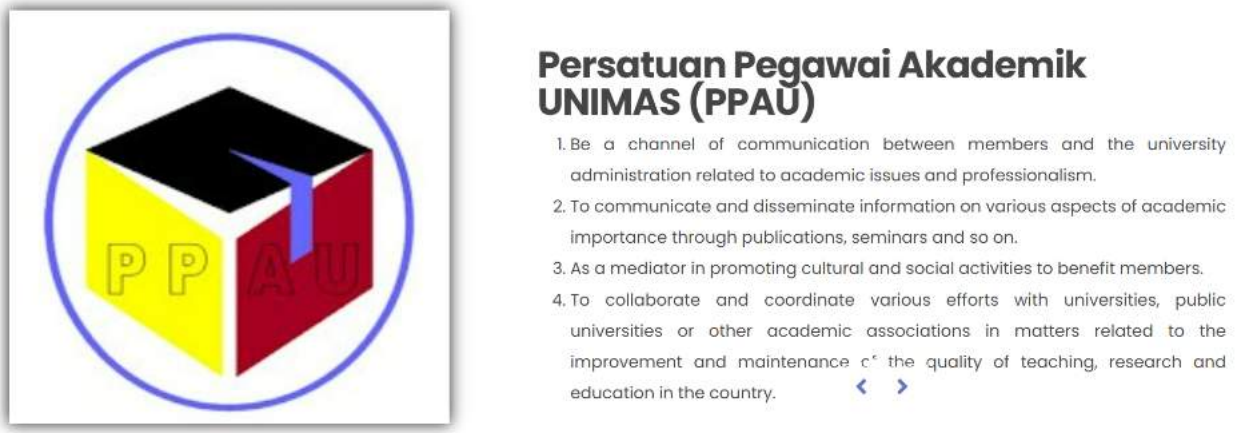
8.2.2 Employment practice unions

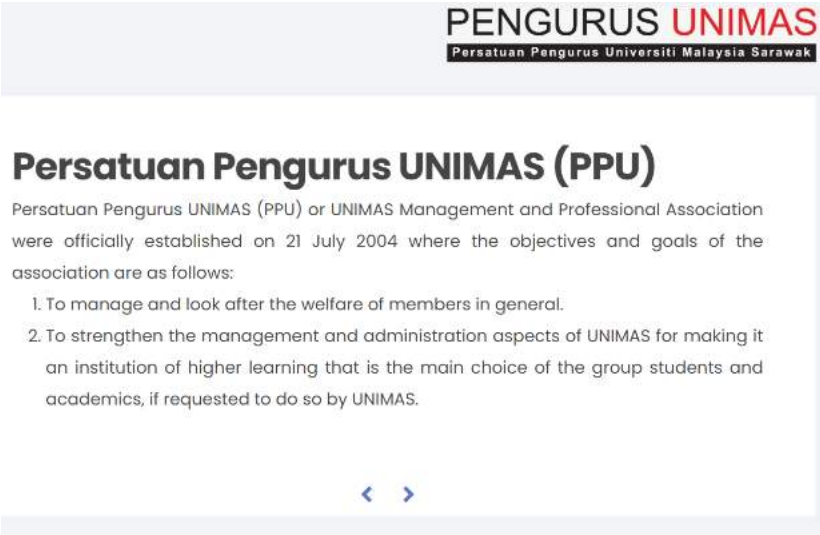
UNIMAS Recognises Trade Unions and Promotes Employees' Rights through Staff Representation

Universiti Malaysia Sarawak (UNIMAS) demonstrates its commitment to SDG 8: Decent Work and Economic Growth by recognising staff representation and supporting employees' rights through established staff organisations. The university provides platforms for academic, management and support staff through Persatuan Pegawai Akademik UNIMAS (PPAU), Persatuan Pengurus UNIMAS (PPU) and Kesatuan Kakitangan Am UNIMAS (KESAUMAS). These organisations represent employees' interests, promote staff welfare and facilitate communication between employees and university management. In particular, KESAUMAS advocates fair remuneration, job security and reasonable employment conditions, while providing opportunities for dialogue, consultation and the resolution of workplace issues. Through these representation mechanisms, UNIMAS promotes employee participation, collective representation and fair employment practices.

Keywords: SDG 8; trade unions; employee representation; workers' rights; collective representation; staff welfare; labour relations; fair employment; employee participation; workplace dialogue; decent work.

Reference: [UNIMAS Official Website - Organization]









KESATUAN KAKITANGAN AM UNIMAS (KESAUMAS)

UNIMAS Supports Employee Representation through MASNITA

Universiti Malaysia Sarawak (UNIMAS) promotes employee representation and workplace participation through the establishment of Persatuan Wanita Universiti Malaysia Sarawak (MASNITA). Established in 2001, MASNITA represents female staff and spouses of UNIMAS employees, providing a formal platform to communicate members' interests and welfare needs. Through its role as a consultation body, MASNITA collaborates with university management on matters affecting its members, while promoting staff welfare, participation and work-life balance. This initiative reflects UNIMAS' commitment to inclusive employee representation, workplace engagement and fair employment practices.

Keywords: SDG 8; employee representation; women's representation; staff association; workplace consultation; employee participation; staff welfare; gender inclusion; work-life balance; decent work.

Reference: MASNITA - UNIMAS



UNIMAS Strengthens Trade Union Engagement through Inter-University Collaboration

Universiti Malaysia Sarawak (UNIMAS) supports SDG 8: Decent Work and Economic Growth through its active involvement in trade union development and employee representation. In October 2025, a representative from KESAUMAS UNIMAS was invited as a speaker at the KEPEKASA UPM Sarawak programme, which brought together more than 80 union members to strengthen their understanding of trade union roles and workplace challenges. This engagement demonstrates UNIMAS's contribution to knowledge sharing, union capacity building and inter-university collaboration in promoting workers' rights and effective trade union participation.

Keywords: Trade unions; employee representation; workers' rights; union capacity building; inter-university collaboration; knowledge sharing; labour relations; employee participation; SDG 8.

Reference: Kepekasa Upm Sarawak Pacu Motivasi Ahli, Perkukuh Peranan Kesatuan Sekerja Melalui Program Berdaya Saing



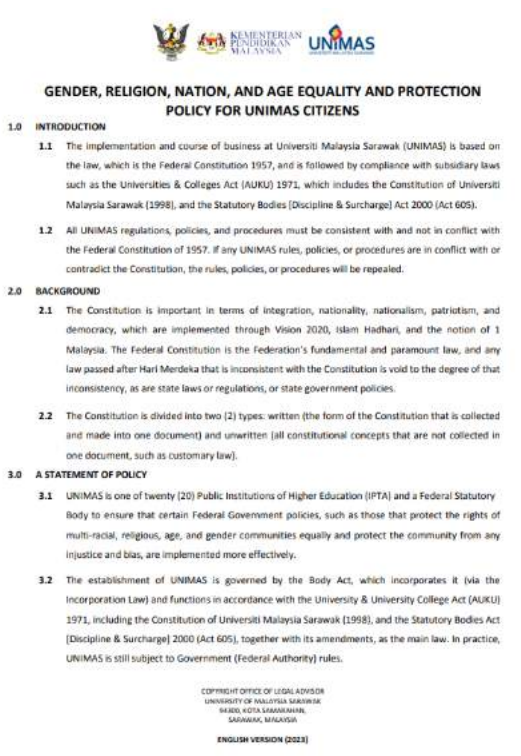
8.2.3 Employment policy on discrimination

UNIMAS Upholds Workplace Equality through Its Gender, Religion, Nation and Age Equality and Protection Policy

Universiti Malaysia Sarawak (UNIMAS) demonstrates its commitment to SDG 8: Decent Work and Economic Growth through its Gender, Religion, Nation and Age Equality and Protection Policy. Specifically, Section 6.0, particularly Section 6.1, establishes the right of UNIMAS citizens to equality and protection against discrimination based on religion, race, descent, place of birth, residence and gender, including in appointments to positions, jobs, professions and careers under public authorities. Furthermore, Section 6.2.1.3 reinforces UNIMAS's commitment to non-discriminatory practices, natural justice and protection against biased treatment. Through these provisions, UNIMAS promotes equal employment opportunities, fairness and an inclusive working environment for its employees.

Keywords: SDG 8; workplace discrimination; non-discrimination policy; equal employment opportunities; gender equality; religious equality; racial equality; age equality; employee protection; natural justice; workplace inclusion; fair employment practices.

Reference: Gender, Religion, Nation, And Age Equality And Protection Policy For Unimas Citizens



KEMENTERIAN PENDIDIKAN MALAYSIA UNIMAS

GENDER, RELIGION, NATION, AND AGE EQUALITY AND PROTECTION POLICY FOR UNIMAS CITIZENS

1.0 INTRODUCTION

1.1 The implementation and course of business at Universiti Malaysia Sarawak (UNIMAS) is based on the law, which is the Federal Constitution 1957, and is followed by compliance with subsidiary laws such as the Universities & Colleges Act (AUKU) 1971, which includes the Constitution of Universiti Malaysia Sarawak (1998), and the Statutory Bodies (Discipline & Surcharge) Act 2000 (Act 605).

1.2 All UNIMAS regulations, policies, and procedures must be consistent with and not in conflict with the Federal Constitution of 1957. If any UNIMAS rules, policies, or procedures are in conflict with or contradict the Constitution, the rules, policies, or procedures will be repealed.

2.0 BACKGROUND

2.1 The Constitution is important in terms of integration, nationality, nationalism, patriotism, and democracy, which are implemented through Vision 2020, Islam Hadhari, and the notion of 1 Malaysia. The Federal Constitution is the Federation's fundamental and paramount law, and any law passed after Hari Merdeka that is inconsistent with the Constitution is void to the degree of that inconsistency, as are state laws or regulations, or state government policies.

2.2 The Constitution is divided into two (2) types: written (the form of the Constitution that is collected and made into one document) and unwritten (all constitutional concepts that are not collected in one document, such as customary law).

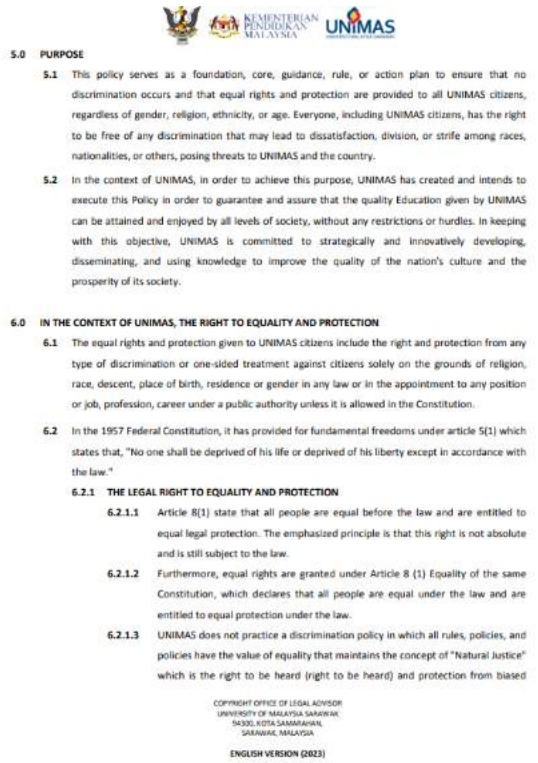
3.0 A STATEMENT OF POLICY

3.1 UNIMAS is one of twenty (20) Public Institutions of Higher Education (IPTA) and a Federal Statutory Body to ensure that certain Federal Government policies, such as those that protect the rights of multi-racial, religious, age, and gender communities equally and protect the community from any injustice and bias, are implemented more effectively.

3.2 The establishment of UNIMAS is governed by the Body Act, which incorporates it (via the Incorporation Law) and functions in accordance with the University & University College Act (AUKU) 1971, including the Constitution of Universiti Malaysia Sarawak (1998), and the Statutory Bodies Act (Discipline & Surcharge) 2000 (Act 605), together with its amendments, as the main law. In practice, UNIMAS is still subject to Government (Federal Authority) rules.

COPYRIGHT OFFICE OF LEGAL ADVISOR
UNIVERSITY OF MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

ENGLISH VERSION (2023)



KEMENTERIAN PENDIDIKAN MALAYSIA UNIMAS

5.0 PURPOSE

5.1 This policy serves as a foundation, core, guidance, rule, or action plan to ensure that no discrimination occurs and that equal rights and protection are provided to all UNIMAS citizens, regardless of gender, religion, ethnicity, or age. Everyone, including UNIMAS citizens, has the right to be free of any discrimination that may lead to dissatisfaction, division, or strife among races, nationalities, or others, posing threats to UNIMAS and the country.

5.2 In the context of UNIMAS, in order to achieve this purpose, UNIMAS has created and intends to execute this Policy in order to guarantee and assure that the quality Education given by UNIMAS can be attained and enjoyed by all levels of society, without any restrictions or hurdles. In keeping with this objective, UNIMAS is committed to strategically and innovatively developing, disseminating, and using knowledge to improve the quality of the nation's culture and the prosperity of its society.

6.0 IN THE CONTEXT OF UNIMAS, THE RIGHT TO EQUALITY AND PROTECTION

6.1 The equal rights and protection given to UNIMAS citizens include the right and protection from any type of discrimination or one-sided treatment against citizens solely on the grounds of religion, race, descent, place of birth, residence or gender in any law or in the appointment to any position or job, profession, career under a public authority unless it is allowed in the Constitution.

6.2 In the 1957 Federal Constitution, it has provided for fundamental freedoms under article 5(1) which states that, "No one shall be deprived of his life or deprived of his liberty except in accordance with the law."

6.2.1 THE LEGAL RIGHT TO EQUALITY AND PROTECTION

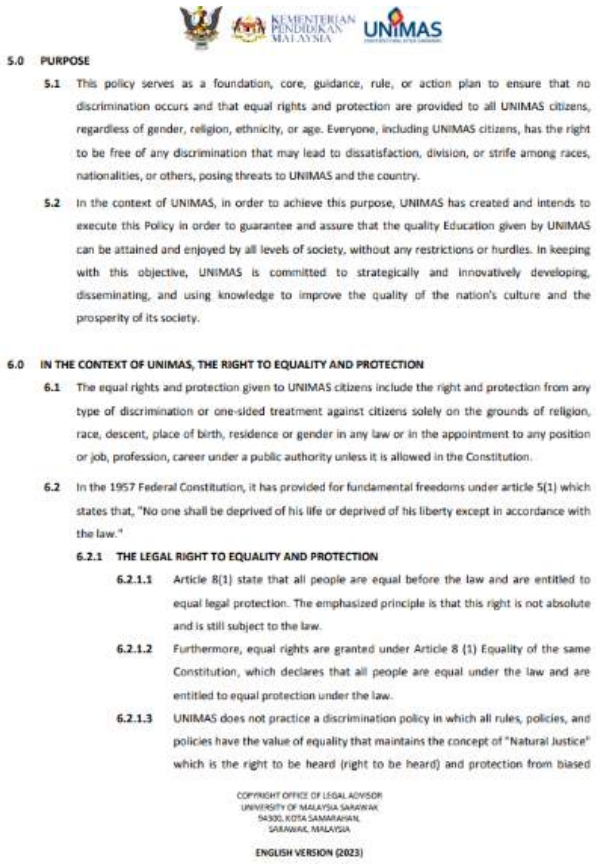
6.2.1.1 Article 8(1) state that all people are equal before the law and are entitled to equal legal protection. The emphasized principle is that this right is not absolute and is still subject to the law.

6.2.1.2 Furthermore, equal rights are granted under Article 8 (1) Equality of the same Constitution, which declares that all people are equal under the law and are entitled to equal protection under the law.

6.2.1.3 UNIMAS does not practice a discrimination policy in which all rules, policies, and policies have the value of equality that maintains the concept of "Natural Justice" which is the right to be heard (right to be heard) and protection from biased

COPYRIGHT OFFICE OF LEGAL ADVISOR
UNIVERSITY OF MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

ENGLISH VERSION (2023)



5.0 **PURPOSE**

5.1 This policy serves as a foundation, core, guidance, rule, or action plan to ensure that no discrimination occurs and that equal rights and protection are provided to all UNIMAS citizens, regardless of gender, religion, ethnicity, or age. Everyone, including UNIMAS citizens, has the right to be free of any discrimination that may lead to dissatisfaction, division, or strife among races, nationalities, or others, posing threats to UNIMAS and the country.

5.2 In the context of UNIMAS, in order to achieve this purpose, UNIMAS has created and intends to execute this Policy in order to guarantee and assure that the quality Education given by UNIMAS can be attained and enjoyed by all levels of society, without any restrictions or hurdles. In keeping with this objective, UNIMAS is committed to strategically and innovatively developing, disseminating, and using knowledge to improve the quality of the nation's culture and the prosperity of its society.

6.0 **IN THE CONTEXT OF UNIMAS, THE RIGHT TO EQUALITY AND PROTECTION**

6.1 The equal rights and protection given to UNIMAS citizens include the right and protection from any type of discrimination or one-sided treatment against citizens solely on the grounds of religion, race, descent, place of birth, residence or gender in any law or in the appointment to any position or job, profession, career under a public authority unless it is allowed in the Constitution.

6.2 In the 1957 Federal Constitution, it has provided for fundamental freedoms under article 5(1) which states that, "No one shall be deprived of his life or deprived of his liberty except in accordance with the law."

6.2.1 **THE LEGAL RIGHT TO EQUALITY AND PROTECTION**

6.2.1.1 Article 8(1) state that all people are equal before the law and are entitled to equal legal protection. The emphasized principle is that this right is not absolute and is still subject to the law.

6.2.1.2 Furthermore, equal rights are granted under Article 8 (1) Equality of the same Constitution, which declares that all people are equal under the law and are entitled to equal protection under the law.

6.2.1.3 UNIMAS does not practice a discrimination policy in which all rules, policies, and policies have the value of equality that maintains the concept of "Natural Justice" which is the right to be heard (right to be heard) and protection from biased

COPYRIGHT OFFICE OF LEGAL ADVISOR
UNIVERSITY OF MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

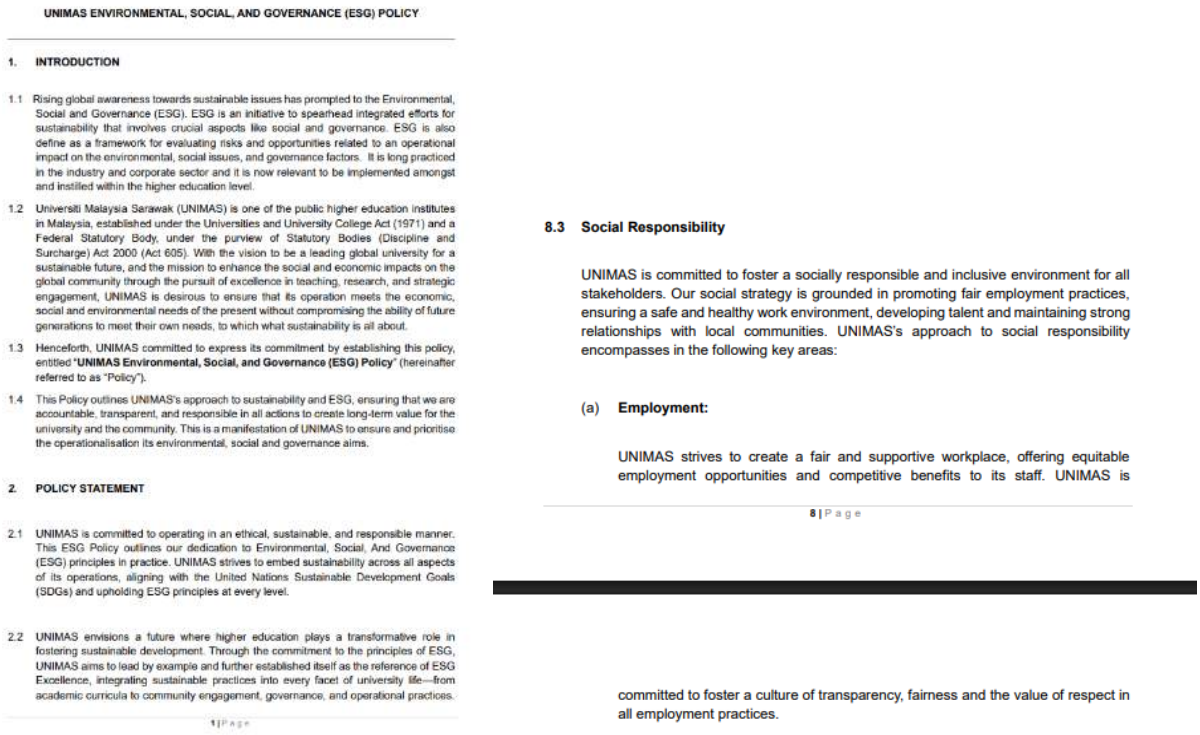
ENGLISH VERSION (2023)

UNIMAS Promotes Workplace Equality through Its Environmental, Social and Governance (ESG) Policy

Universiti Malaysia Sarawak (UNIMAS) reinforces its commitment to SDG 8: Decent Work and Economic Growth through its Environmental, Social and Governance (ESG) Policy. Specifically, Section 8.3(a) on Employment (Page 9) emphasises equitable employment opportunities, staff welfare, diversity and a fair working environment. This policy complements UNIMAS's Gender, Religion, Nation and Age Equality and Protection Policy by strengthening institutional commitments to equal treatment, workplace inclusion and non-discriminatory employment practices. Through these policies, UNIMAS promotes a respectful, inclusive and equitable workplace that safeguards employees' rights and supports fair employment opportunities.

Keywords: SDG 8; employment policy on discrimination; workplace non-discrimination; equal employment opportunities; workplace equality; diversity and inclusion; gender equality; religious equality; racial equality; age equality; employee rights; equitable employment; fair recruitment; workplace inclusion; staff welfare; human rights; inclusive workplace; decent work; sustainable employment.

Reference: UNIMAS ESG Policy



UNIMAS ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

1. INTRODUCTION

1.1 Rising global awareness towards sustainable issues has prompted to the Environmental, Social and Governance (ESG). ESG is an initiative to spearhead integrated efforts for sustainability that involves crucial aspects like social and governance. ESG is also define as a framework for evaluating risks and opportunities related to an operational impact on the environmental, social issues, and governance factors. It is long practiced in the industry and corporate sector and it is now relevant to be implemented amongst and instilled within the higher education level.

1.2 Universiti Malaysia Sarawak (UNIMAS) is one of the public higher education institutes in Malaysia, established under the Universities and University College Act (1971) and a Federal Statutory Body, under the purview of Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605). With the vision to be a leading global university for a sustainable future, and the mission to enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research, and strategic engagement, UNIMAS is desirous to ensure that its operation meets the economic, social and environmental needs of the present without compromising the ability of future generations to meet their own needs, to which what sustainability is all about.

1.3 Henceforth, UNIMAS committed to express its commitment by establishing this policy, entitled "**UNIMAS Environmental, Social, and Governance (ESG) Policy**" (hereinafter referred to as "Policy").

1.4 This Policy outlines UNIMAS's approach to sustainability and ESG, ensuring that we are accountable, transparent, and responsible in all actions to create long-term value for the university and the community. This is a manifestation of UNIMAS to ensure and prioritise the operationalisation its environmental, social and governance aims.

2. POLICY STATEMENT

2.1 UNIMAS is committed to operating in an ethical, sustainable, and responsible manner. This ESG Policy outlines our dedication to Environmental, Social, And Governance (ESG) principles in practice. UNIMAS strives to embed sustainability across all aspects of its operations, aligning with the United Nations Sustainable Development Goals (SDGs) and upholding ESG principles at every level.

2.2 UNIMAS envisions a future where higher education plays a transformative role in fostering sustainable development. Through the commitment to the principles of ESG, UNIMAS aims to lead by example and further established itself as the reference of ESG Excellence, integrating sustainable practices into every facet of university life—from academic curricula to community engagement, governance, and operational practices.

1 | Page

8.3 Social Responsibility

UNIMAS is committed to foster a socially responsible and inclusive environment for all stakeholders. Our social strategy is grounded in promoting fair employment practices, ensuring a safe and healthy work environment, developing talent and maintaining strong relationships with local communities. UNIMAS's approach to social responsibility encompasses in the following key areas:

(a) **Employment:**

UNIMAS strives to create a fair and supportive workplace, offering equitable employment opportunities and competitive benefits to its staff. UNIMAS is committed to foster a culture of transparency, fairness and the value of respect in all employment practices.

8 | Page

UNIMAS Reinforces Equality and Accountability through Its Institutional Equality Policy

Universiti Malaysia Sarawak (UNIMAS) reinforces its commitment to SDG 8: Decent Work and Economic Growth through its Equality Policy, which upholds the principle of equal protection under the Federal Constitution. Section 3.2 establishes the university's commitment to equality and protection for its members, while Section 9.2(iii) provides for disciplinary action against staff found guilty of policy violations. These provisions reinforce institutional accountability, fairness and respect for individual rights, complementing UNIMAS's broader commitment to preventing discrimination and promoting an inclusive working environment.

Keywords: SDG 8; employment policy on discrimination; workplace equality; non-discrimination; equal protection; employee rights; institutional accountability; disciplinary action; workplace fairness; inclusive employment; gender equality; religious equality; racial equality; age equality; decent work.

Reference: UNIMAS' Equality Policy Ensures Quality Education

UNIMAS' EQUALITY POLICY ENSURES QUALITY EDUCATION

1.0 INTRODUCTION

1.1 According to the Malaysian Education Blueprint (2013-2025), Universiti Malaysia Sarawak (UNIMAS) supports the Government's action plan in providing the young generation with the skills to compete in the labor market and is a driver of economic developments in the country, where the Government puts measures for the country under the New Economic Model, the Economic Transformation Plan, and the Government Transformation Plan.

1.2 UNIMAS's mission is to produce and prepare graduates who are fully prepared to meet the needs of the future and prosper in a rapidly changing world. In order to meet those demands and needs, the empowerment of existing UNIMAS systems and practises, as well as the implementation of various new initiatives, has been carried out holistically to ensure effectiveness in providing equal access to the community to enjoy international quality education, in accordance with Transformation Shift 1 in the Malaysian Education Development Plan.

1.3 The Vision of UNIMAS, which is to be a model university recognized internationally and a higher education institution of choice for students and professors by great achievements in teaching, research, and scholarship, exemplifies quality education.

1.4 UNIMAS' three main areas of emphasis in achieving its Vision and Mission are biodiversity and environmental restoration, information technology, communication and creative technology, and community transformation sustainability.

2.0 BACKGROUND: LINES OF NATIONAL EDUCATION

2.1 For the sake of the country, leaders and Malaysians recognize the importance of establishing a national education system to replace the vernacular system in the British Education Policy. The National Education System has evolved through three (3) stages, namely;

i) **Level 1 (1963-1965)** - The National Education (Education) Policy 1956 was created and enshrined in the Education Ordinance, 1957 through the Razak Statement 1956. It was updated in 1960, resulting in the Rahman Talib Report 1960, and was subsequently codified in the Education Act of 1961. The education goal is focused on unity for race integration and is accomplished through the First Malaysia Plan (RMK 1).

COPYRIGHT OFFICE OF LEGAL ADVISOR
UNIVERSITY OF MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

ENGLISH VERSION 2023

3.2 UNIMAS, in addition to supporting government policies, follows the terms of Malaysia's Supreme Law, namely the 1957 Federal Constitution, which states that all citizens have the right or are entitled to equal protection under the law. This includes UNIMAS members who are Malaysian nationals and are bound by the Federal Constitution.

4.0 DEFINITION

Referring to this Policy, unless the meaning of another context is required;

"Religion" means belief in God and the attributes and power of God and acceptance of His teachings and commands and belief in the Almighty;

"Act" means an Act or an Act of Parliament used in conjunction with legislation, which means a law made by Parliament.

"Statutory Body" means a body, by whatever name called, incorporated by federal law for the purposes of the Federal Government, but excluding local authorities;

"Policy" means the basis, core, guide, regulation or a form of action plan to achieve objectives for the benefit of the country, agency, unit, specific party or society;

"Discrimination" means the act of discriminating against something (because of race, skin color and others:

"F/I/B/P" means Center of Responsibility such as Faculty, Institute, Division or Centre;

"Right" means ownership, ownership - power over something or to do something (determined by religious laws, customs, etc.)

"Higher Education Institution" means an educational institution that provides higher education leading to the award of a diploma, degree or equivalent.

"Gender" means sex (whether male or female);

COPYRIGHT OFFICE OF LEGAL ADVISOR
UNIVERSITY OF MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

ENGLISH VERSION 2023

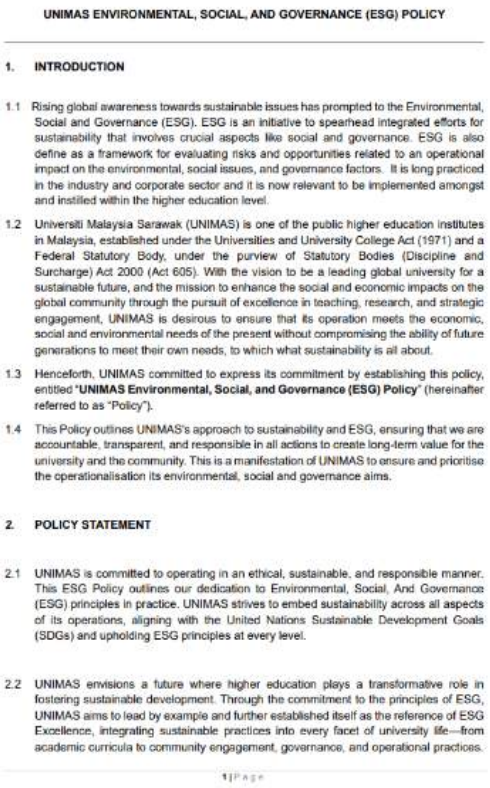
8.2.4 Employment policy modern slavery

UNIMAS Promotes Ethical Employment and Responsible Labour Practices through Its ESG Policy

Universiti Malaysia Sarawak (UNIMAS) demonstrates its commitment to SDG 8: Decent Work and Economic Growth through its Environmental, Social and Governance (ESG) Policy. Section 8.3(a) promotes fair employment, equitable opportunities and respectful workplace practices, while Section 8.4(c) establishes a commitment to ethical procurement and social responsibility among suppliers and contractors. Additionally, Section 8.4(e) reinforces compliance with applicable labour regulations and standards. These commitments support responsible employment practices, human rights protection and ethical supply chain management across university operations.

Keywords: SDG 8; employment policy; modern slavery; forced labour; human trafficking; ethical employment; labour rights; human rights; fair employment; responsible procurement; supplier responsibility; contractor compliance; labour standards; decent work; ethical supply chain.

Reference: UNIMAS ESG Policy



UNIMAS ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

1. INTRODUCTION

1.1 Rising global awareness towards sustainable issues has prompted to the Environmental, Social and Governance (ESG). ESG is an initiative to spearhead integrated efforts for sustainability that involves crucial aspects like social and governance. ESG is also define as a framework for evaluating risks and opportunities related to an operational impact on the environmental, social issues, and governance factors. It is long practiced in the industry and corporate sector and it is now relevant to be implemented amongst and instilled within the higher education level.

1.2 Universiti Malaysia Sarawak (UNIMAS) is one of the public higher education institutes in Malaysia, established under the Universities and University College Act (1971) and a Federal Statutory Body, under the purview of Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605). With the vision to be a leading global university for a sustainable future, and the mission to enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research, and strategic engagement, UNIMAS is desirous to ensure that its operation meets the economic, social and environmental needs of the present without compromising the ability of future generations to meet their own needs, to which what sustainability is all about.

1.3 Henceforth, UNIMAS committed to express its commitment by establishing this policy, entitled "**UNIMAS Environmental, Social, and Governance (ESG) Policy**" (hereinafter referred to as "Policy").

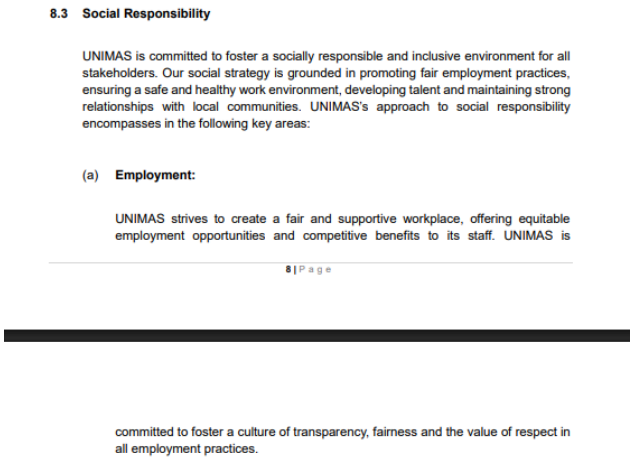
1.4 This Policy outlines UNIMAS's approach to sustainability and ESG, ensuring that we are accountable, transparent, and responsible in all actions to create long-term value for the university and the community. This is a manifestation of UNIMAS to ensure and prioritise the operationalisation its environmental, social and governance aims.

2. POLICY STATEMENT

2.1 UNIMAS is committed to operating in an ethical, sustainable, and responsible manner. This ESG Policy outlines our dedication to Environmental, Social, And Governance (ESG) principles in practice. UNIMAS strives to embed sustainability across all aspects of its operations, aligning with the United Nations Sustainable Development Goals (SDGs) and upholding ESG principles at every level.

2.2 UNIMAS envisions a future where higher education plays a transformative role in fostering sustainable development. Through the commitment to the principles of ESG, UNIMAS aims to lead by example and further established itself as the reference of ESG Excellence, integrating sustainable practices into every facet of university life—from academic curricula to community engagement, governance, and operational practices.

1 | Page



8.3 Social Responsibility

UNIMAS is committed to foster a socially responsible and inclusive environment for all stakeholders. Our social strategy is grounded in promoting fair employment practices, ensuring a safe and healthy work environment, developing talent and maintaining strong relationships with local communities. UNIMAS's approach to social responsibility encompasses in the following key areas:

(a) **Employment:**

UNIMAS strives to create a fair and supportive workplace, offering equitable employment opportunities and competitive benefits to its staff. UNIMAS is

8 | Page

committed to foster a culture of transparency, fairness and the value of respect in all employment practices.

Federal Constitution of Malaysia – Prohibition of Slavery and Forced Labour

UNIMAS upholds the principles of the Federal Constitution of Malaysia, particularly Part II – Fundamental Liberties, Article 6(1) and 6(2), which explicitly prohibit slavery and forced labour. As a federal statutory body, UNIMAS operates in accordance with the Federal Constitution and applicable national laws, reinforcing its commitment to ethical employment practices, human rights, and the protection of workers from exploitation. This demonstrates UNIMAS's commitment to promoting a fair, lawful and responsible working environment.

Keywords: Modern slavery; forced labour; prohibition of slavery; human rights; worker protection; ethical employment; labour rights; legal compliance; employment practices; workplace protection; Federal Constitution; institutional accountability.

Reference: Federal Constitution of Malaysia



FEDERAL CONSTITUTION

REPRINT

As at 15 October 2020

PRINTED WITH THE CONSENT OF THE YANG DI-PERTUAN AGONG PURSUANT TO ARTICLE 160A OF THE FEDERAL CONSTITUTION

(4) Where a person is arrested and not released he shall without unreasonable delay, and in any case within twenty-four hours (excluding the time of any necessary journey) be produced before a magistrate and shall not be further detained in custody without the magistrate's authority:

Provided that this Clause shall not apply to the arrest or detention of any person under the existing law relating to restricted residence, and all the provisions of this Clause shall be deemed to have been an integral part of this Article as from Merdeka Day:

Provided further that in its application to a person, other than a citizen, who is arrested or detained under the law relating to immigration, this Clause shall be read as if there were substituted for the words "without unreasonable delay, and in any case within twenty-four hours (excluding the time of any necessary journey)" the words "within fourteen days":

And provided further that in the case of an arrest for an offence which is triable by a Syariah court, references in this Clause to a magistrate shall be construed as including references to a judge of a Syariah court.

(5) Clauses (3) and (4) do not apply to an enemy alien.

Slavery and forced labour prohibited

6. (1) No person shall be held in slavery.

(2) All forms of forced labour are prohibited, but Parliament may by law provide for compulsory service for national purposes.

(3) Work or service required from any person as a consequence of a conviction or a finding of guilt in a court of law shall not be taken to be forced labour within the meaning of this Article, provided that such work or service is carried out under the supervision and control of a public authority.

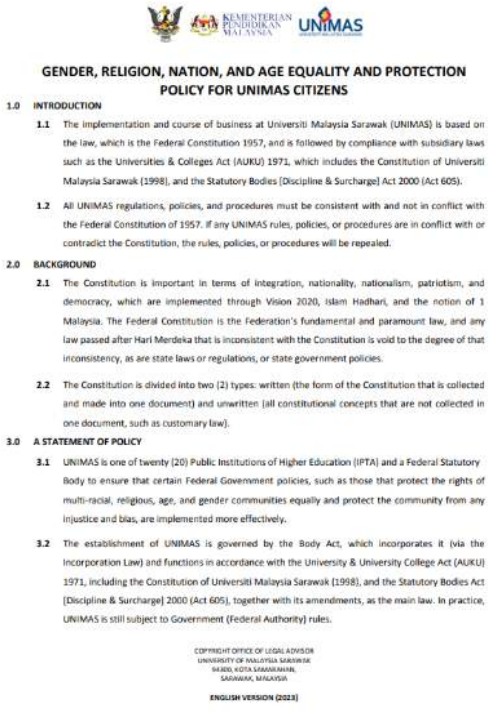
(4) Where by any written law the whole or any part of the functions of any public authority is to be carried on by another public authority, for the purpose of enabling those functions to be performed the employees of the first-mentioned public authority shall be bound to serve the second-mentioned public authority,

UNIMAS Gender, Religion, Nation and Age Equality and Protection Policy

In support of **SDG 8: Decent Work and Economic Growth**, UNIMAS demonstrates its commitment to protecting human rights and promoting fair employment practices through its Gender, Religion, Nation and Age Equality and Protection Policy. Section 6.1 (Equal Rights and Protection) and Section 6.2.1 (Legal Right to Equality and Protection) establish principles against discrimination and biased treatment, while Section 9.0 (Statement of Prohibition and Restriction) reinforces policy compliance and accountability. This policy supports UNIMAS's commitment to protecting employee rights, preventing workplace exploitation, promoting equality and ensuring a fair, inclusive and respectful working environment.

Keywords: SDG 8; Decent Work and Economic Growth; employment practices; modern slavery prevention; forced labour prevention; human rights; labour rights; employee protection; workplace equality; non-discrimination; ethical employment; protection against exploitation; fair treatment; workplace inclusion; natural justice; institutional accountability; employee rights; equality and protection.

Reference: Gender, Religion, Nation, And Age Equality And Protection Policy For Unimas Citizens



GENDER, RELIGION, NATION, AND AGE EQUALITY AND PROTECTION POLICY FOR UNIMAS CITIZENS

1.0 INTRODUCTION

1.1 The implementation and course of business at Universiti Malaysia Sarawak (UNIMAS) is based on the law, which is the Federal Constitution 1957, and is followed by compliance with subsidiary laws such as the Universities & Colleges Act (AUKU) 1971, which includes the Constitution of Universiti Malaysia Sarawak (1998), and the Statutory Bodies [Discipline & Surcharge] Act 2000 (Act 605).

1.2 All UNIMAS regulations, policies, and procedures must be consistent with and not in conflict with the Federal Constitution of 1957. If any UNIMAS rules, policies, or procedures are in conflict with or contradict the Constitution, the rules, policies, or procedures will be repealed.

2.0 BACKGROUND

2.1 The Constitution is important in terms of integration, nationality, nationalism, patriotism, and democracy, which are implemented through Vision 2020, Islam Hadhari, and the notion of 1 Malaysia. The Federal Constitution is the Federation's fundamental and paramount law, and any law passed after Hari Merdeka that is inconsistent with the Constitution is void to the degree of that inconsistency, as are state laws or regulations, or state government policies.

2.2 The Constitution is divided into two (2) types: written (the form of the Constitution that is collected and made into one document) and unwritten (all constitutional concepts that are not collected in one document, such as customary law).

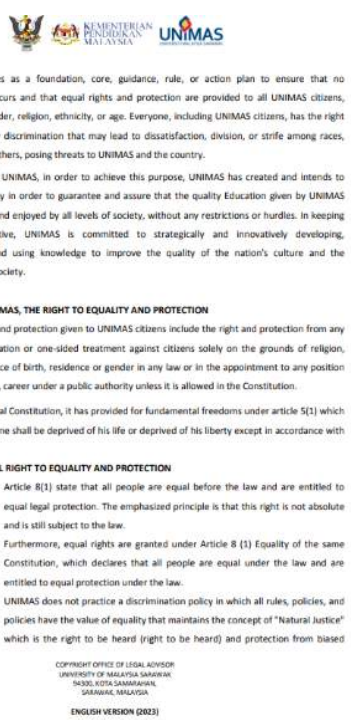
3.0 A STATEMENT OF POLICY

3.1 UNIMAS is one of twenty (20) Public Institutions of Higher Education (IPTA) and a Federal Statutory Body to ensure that certain Federal Government policies, such as those that protect the rights of multi-racial, religious, age, and gender communities equally and protect the community from any injustice and bias, are implemented more effectively.

3.2 The establishment of UNIMAS is governed by the Body Act, which incorporates it (via the Incorporation Law) and functions in accordance with the University & University College Act (AUKU) 1971, including the Constitution of Universiti Malaysia Sarawak (1998), and the Statutory Bodies Act [Discipline & Surcharge] 2000 (Act 605), together with its amendments, as the main law. In practice, UNIMAS is still subject to Government (Federal Authority) rules.

COPYRIGHT OFFICE OF LEGAL ADVISOR
UNIVERSITY OF MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

ENGLISH VERSION (2023)



5.0 PURPOSE

5.1 This policy serves as a foundation, core, guidance, rule, or action plan to ensure that no discrimination occurs and that equal rights and protection are provided to all UNIMAS citizens, regardless of gender, religion, ethnicity, or age. Everyone, including UNIMAS citizens, has the right to be free of any discrimination that may lead to dissatisfaction, division, or strife among races, nationalities, or others, posing threats to UNIMAS and the country.

5.2 In the context of UNIMAS, in order to achieve this purpose, UNIMAS has created and intends to execute this Policy in order to guarantee and assure that the quality Education given by UNIMAS can be attained and enjoyed by all levels of society, without any restrictions or hurdles. In keeping with this objective, UNIMAS is committed to strategically and innovatively developing, disseminating, and using knowledge to improve the quality of the nation's culture and the prosperity of its society.

6.0 IN THE CONTEXT OF UNIMAS, THE RIGHT TO EQUALITY AND PROTECTION

6.1 The equal rights and protection given to UNIMAS citizens include the right and protection from any type of discrimination or one-sided treatment against citizens solely on the grounds of religion, race, descent, place of birth, residence or gender in any law or in the appointment to any position or job, profession, career under a public authority unless it is allowed in the Constitution.

6.2 In the 1957 Federal Constitution, it has provided for fundamental freedoms under article 5(1) which states that, "No one shall be deprived of his life or deprived of his liberty except in accordance with the law."

6.2.1 THE LEGAL RIGHT TO EQUALITY AND PROTECTION

6.2.1.1 Article 8(1) state that all people are equal before the law and are entitled to equal legal protection. The emphasized principle is that this right is not absolute and is still subject to the law.

6.2.1.2 Furthermore, equal rights are granted under Article 8 (1) Equality of the same Constitution, which declares that all people are equal under the law and are entitled to equal protection under the law.

6.2.1.3 UNIMAS does not practice a discrimination policy in which all rules, policies, and policies have the value of equality that maintains the concept of "Natural Justice" which is the right to be heard (right to be heard) and protection from biased

COPYRIGHT OFFICE OF LEGAL ADVISOR
UNIVERSITY OF MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

ENGLISH VERSION (2023)

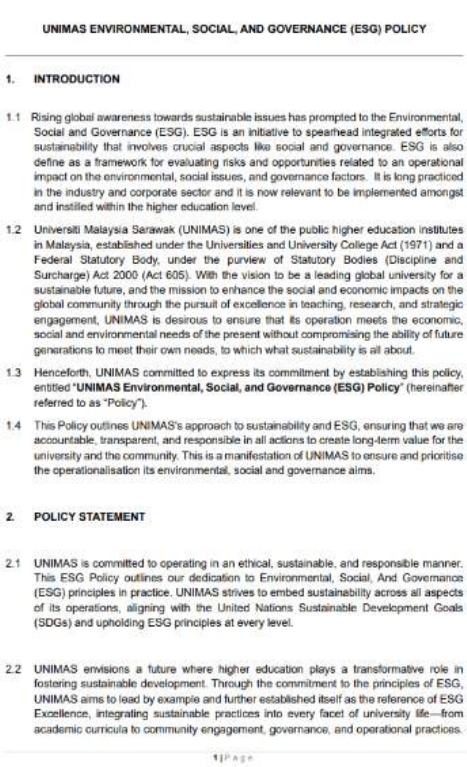
8.2.5 Employment practice equivalent rights outsourcing

UNIMAS ESG Policy – Fair Employment Practices and Responsible Supplier and Contractor Engagement

In support of SDG 8: Decent Work and Economic Growth, UNIMAS demonstrates its commitment to fair employment practices and responsible outsourcing through its Environmental, Social and Governance (ESG) Policy. Section 8.3(a) (Employment) emphasises equitable employment opportunities, competitive benefits, transparency and fairness in the workplace. Section 8.4(c) (Procurement Practices) further commits UNIMAS to ethical and sustainable procurement by engaging suppliers and contractors who align with its sustainability and social responsibility principles. Section 9.1 (Implementation and Monitoring) establishes KPIs and regular policy reviews to strengthen accountability. These commitments support responsible employment practices and the promotion of fair working conditions across UNIMAS operations and its external partnerships.

Keywords: SDG 8; Decent Work and Economic Growth; employment practices; outsourced workers; outsourcing; equivalent employment rights; third-party contractors; supplier labour standards; fair working conditions; equitable employment opportunities; employee welfare; labour rights; ethical procurement; sustainable procurement; contractor responsibility; workplace fairness; social responsibility; employment protection; institutional accountability.

Reference: UNIMAS ESG Policy



UNIMAS ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

1. INTRODUCTION

1.1 Rising global awareness towards sustainable issues has prompted to the Environmental, Social and Governance (ESG). ESG is an initiative to spearhead integrated efforts for sustainability that involves crucial aspects like social and governance. ESG is also define as a framework for evaluating risks and opportunities related to an operational impact on the environmental, social issues, and governance factors. It is long practiced in the industry and corporate sector and it is now relevant to be implemented amongst and instilled within the higher education level.

1.2 Universiti Malaysia Sarawak (UNIMAS) is one of the public higher education institutes in Malaysia, established under the Universities and University College Act (1971) and a Federal Statutory Body, under the purview of Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605). With the vision to be a leading global university for a sustainable future, and the mission to enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research, and strategic engagement, UNIMAS is desirous to ensure that its operation meets the economic, social and environmental needs of the present without compromising the ability of future generations to meet their own needs, to which what sustainability is all about.

1.3 Henceforth, UNIMAS committed to express its commitment by establishing this policy, entitled "**UNIMAS Environmental, Social, and Governance (ESG) Policy**" (hereinafter referred to as "Policy").

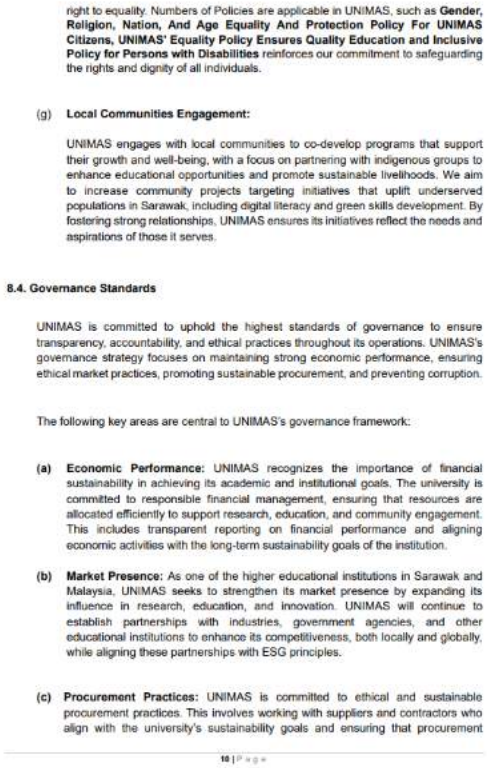
1.4 This Policy outlines UNIMAS's approach to sustainability and ESG, ensuring that we are accountable, transparent, and responsible in all actions to create long-term value for the university and the community. This is a manifestation of UNIMAS to ensure and prioritise the operationalisation its environmental, social and governance aims.

2. POLICY STATEMENT

2.1 UNIMAS is committed to operating in an ethical, sustainable, and responsible manner. This ESG Policy outlines our dedication to Environmental, Social, And Governance (ESG) principles in practice. UNIMAS strives to embed sustainability across all aspects of its operations, aligning with the United Nations Sustainable Development Goals (SDGs) and upholding ESG principles at every level.

2.2 UNIMAS envisions a future where higher education plays a transformative role in fostering sustainable development. Through the commitment to the principles of ESG, UNIMAS aims to lead by example and further established itself as the reference of ESG Excellence, integrating sustainable practices into every facet of university life—from academic curricula to community engagement, governance, and operational practices.

1 | Page



right to equality. Numbers of Policies are applicable in UNIMAS, such as **Gender, Religion, Nation, And Age Equality And Protection Policy For UNIMAS Citizens, UNIMAS' Equality Policy Ensures Quality Education and Inclusive Policy for Persons with Disabilities** reinforces our commitment to safeguarding the rights and dignity of all individuals.

(g) **Local Communities Engagement:**

UNIMAS engages with local communities to co-develop programs that support their growth and well-being, with a focus on partnering with indigenous groups to enhance educational opportunities and promote sustainable livelihoods. We aim to increase community projects targeting initiatives that uplift underserved populations in Sarawak, including digital literacy and green skills development. By fostering strong relationships, UNIMAS ensures its initiatives reflect the needs and aspirations of those it serves.

8.4. Governance Standards

UNIMAS is committed to uphold the highest standards of governance to ensure transparency, accountability, and ethical practices throughout its operations. UNIMAS's governance strategy focuses on maintaining strong economic performance, ensuring ethical market practices, promoting sustainable procurement, and preventing corruption.

The following key areas are central to UNIMAS's governance framework:

(a) **Economic Performance:** UNIMAS recognizes the importance of financial sustainability in achieving its academic and institutional goals. The university is committed to responsible financial management, ensuring that resources are allocated efficiently to support research, education, and community engagement. This includes transparent reporting on financial performance and aligning economic activities with the long-term sustainability goals of the institution.

(b) **Market Presence:** As one of the higher educational institutions in Sarawak and Malaysia, UNIMAS seeks to strengthen its market presence by expanding its influence in research, education, and innovation. UNIMAS will continue to establish partnerships with industries, government agencies, and other educational institutions to enhance its competitiveness, both locally and globally, while aligning these partnerships with ESG principles.

(c) **Procurement Practices:** UNIMAS is committed to ethical and sustainable procurement practices. This involves working with suppliers and contractors who align with the university's sustainability goals and ensuring that procurement

10 | Page

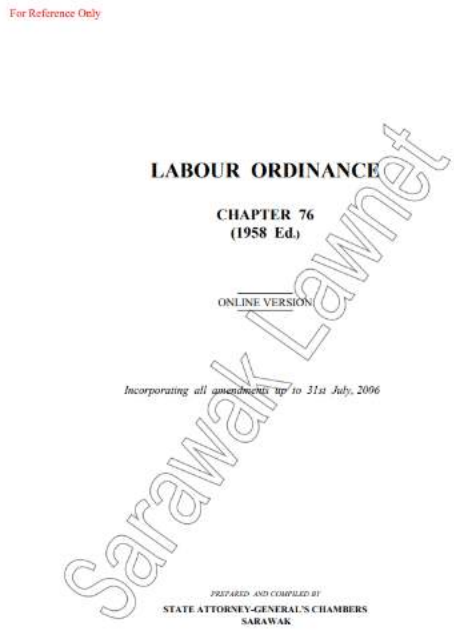
Sarawak Labour Ordinance (Chapter 76) – Protection of Outsourced Workers' Employment Rights

In support of SDG 8: Decent Work and Economic Growth, UNIMAS upholds the employment protections established under the Sarawak Labour Ordinance (Chapter 76), particularly Sections 117C and 117D, which strengthen the protection of workers engaged through contractors and labour suppliers. Section 117C addresses the liability of principals and contractors for unpaid employee wages, while Section 117D establishes requirements for labour contractors, including written contracts, notification to the Director of Labour and employee record-keeping. As a public university operating in Sarawak, UNIMAS is subject to applicable state labour legislation and these provisions provide a legal framework for protecting outsourced workers engaged in its operations. This supports responsible procurement, contractor accountability, wage protection and fair employment practices across the University.

Keywords: SDG 8; Decent Work and Economic Growth; outsourced workers; equivalent employment rights; labour protection; Sarawak Labour Ordinance; Chapter 76; Section 117C; Section 117D; UNIMAS employment practices; contractor accountability; labour contractors; wage protection; written employment contracts; employee records; employment rights; fair working conditions; third-party outsourcing; responsible procurement; labour standards; worker welfare.

Reference: Sarawak Labour Ordinance

For Reference Only



LABOUR ORDINANCE

CHAPTER 76
(1958 Ed.)

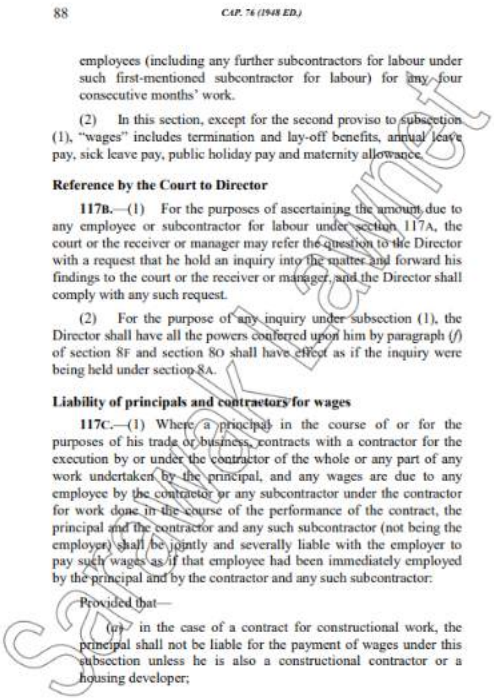
ONLINE VERSION

Incorporating all amendments up to 31st July, 2006

PREPARED AND COMPILED BY
STATE ATTORNEY-GENERAL'S CHAMBERS
SARAWAK

Sarawak Lawnet

For Reference Only



employees (including any further subcontractors for labour under such first-mentioned subcontractor for labour) for any four consecutive months' work.

(2) In this section, except for the second proviso to subsection (1), "wages" includes termination and lay-off benefits, annual leave pay, sick leave pay, public holiday pay and maternity allowance.

Reference by the Court to Director

117B.—(1) For the purposes of ascertaining the amount due to any employee or subcontractor for labour under section 117A, the court or the receiver or manager may refer the question to the Director with a request that he hold an inquiry into the matter and forward his findings to the court or the receiver or manager, and the Director shall comply with any such request.

(2) For the purpose of any inquiry under subsection (1), the Director shall have all the powers conferred upon him by paragraph (*f*) of section 8F and section 8O shall have effect as if the inquiry were being held under section 8A.

Liability of principals and contractors for wages

117C.—(1) Where a principal in the course of or for the purposes of his trade or business, contracts with a contractor for the execution by or under the contractor of the whole or any part of any work undertaken by the principal, and any wages are due to any employee by the contractor or any subcontractor under the contractor for work done in the course of the performance of the contract, the principal and the contractor and any such subcontractor (not being the employer) shall be jointly and severally liable with the employer to pay such wages as if that employee had been immediately employed by the principal and by the contractor and any such subcontractor:

Provided that—

(a) in the case of a contract for constructional work, the principal shall not be liable for the payment of wages under this subsection unless he is also a constructional contractor or a housing developer;

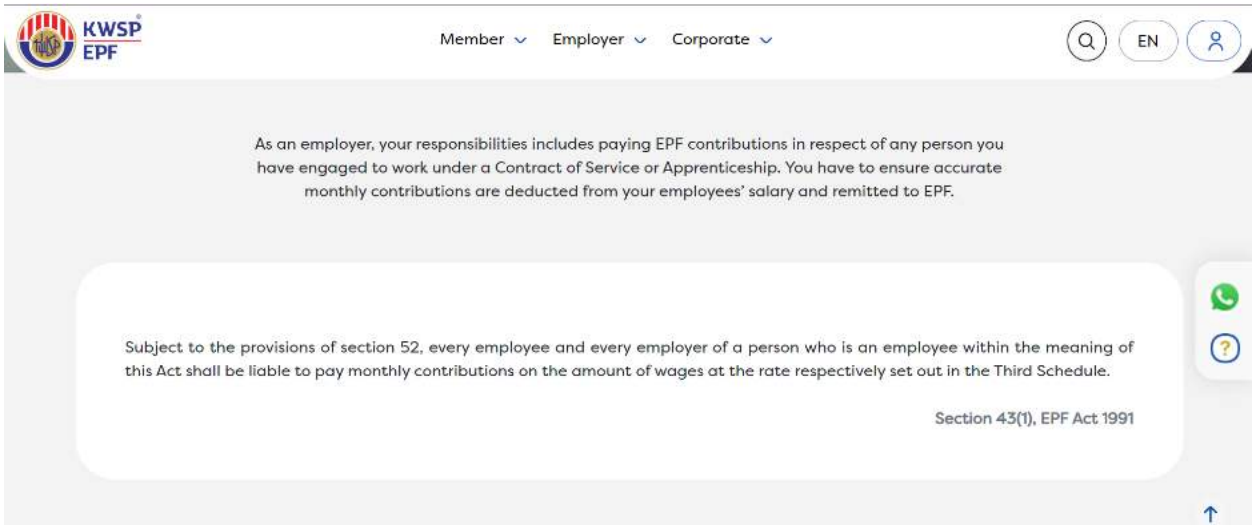
Sarawak Lawnet

EPF Mandatory Contributions – Protecting the Social Security and Retirement Rights of Outsourced Workers

In support of SDG 8: Decent Work and Economic Growth, UNIMAS promotes fair employment practices and social protection through compliance with the Employees Provident Fund (EPF) Act 1991. Under Section 43(1), employers are required to make mandatory monthly EPF contributions for eligible employees, including those employed under contract, part-time and temporary arrangements. This requirement extends to third-party contractors employing workers to provide outsourced services, ensuring their eligible employees receive statutory retirement savings contributions. Together with the UNIMAS ESG Policy and applicable labour legislation, this framework reinforces contractor accountability, employee welfare and responsible outsourcing practices.

Keywords: SDG 8; outsourced workers; EPF contributions; retirement protection; statutory employment benefits; social protection; third-party contractors; labour rights; employee welfare; contractor accountability; fair employment practices; responsible outsourcing.

Reference: KWSP - Employer Mandatory Contribution


KWSP
EPF
Member
Employer
Corporate
EN
As an employer, your responsibilities includes paying EPF contributions in respect of any person you have engaged to work under a Contract of Service or Apprenticeship. You have to ensure accurate monthly contributions are deducted from your employees' salary and remitted to EPF.
Subject to the provisions of section 52, every employee and every employer of a person who is an employee within the meaning of this Act shall be liable to pay monthly contributions on the amount of wages at the rate respectively set out in the Third Schedule.
Section 43(1), EPF Act 1991

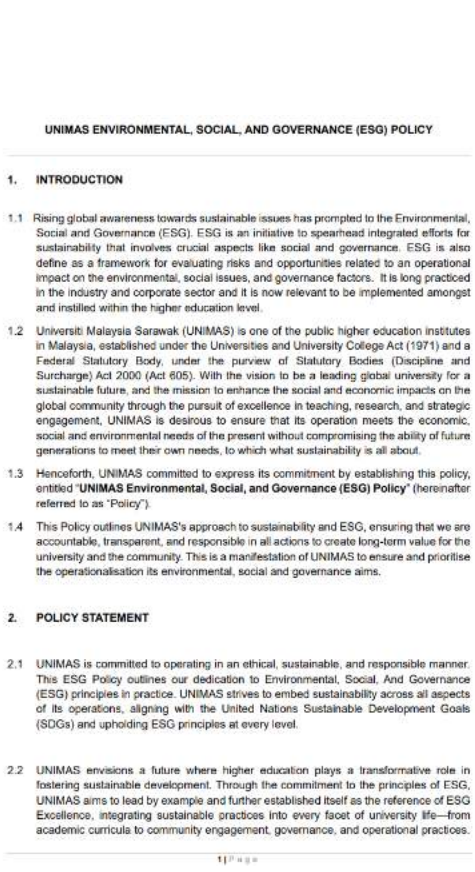
8.2.6 Employment policy pay scale equity

UNIMAS Strengthens Fair Employment, Pay Equity and Workplace Inclusion

Universiti Malaysia Sarawak (UNIMAS), through its Environmental, Social and Governance (ESG) Policy, particularly Sections 8.3(a) and 8.3(e), commits to fair employment practices, equitable employment opportunities and competitive staff benefits. The policy promotes equal treatment, non-discrimination and workplace inclusion regardless of gender, race, ethnicity or socioeconomic background. These commitments establish an institutional framework for employment equity, staff welfare and an inclusive working environment.

Keywords: Pay equity; equal remuneration; fair employment; equitable opportunities; competitive staff benefits; non-discrimination; equal treatment; workplace inclusion; diversity and equity; staff welfare; employment equality.

Reference: UNIMAS ESG Policy



UNIMAS ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

1. INTRODUCTION

1.1 Rising global awareness towards sustainable issues has prompted to the Environmental, Social and Governance (ESG). ESG is an initiative to spearhead integrated efforts for sustainability that involves crucial aspects like social and governance. ESG is also define as a framework for evaluating risks and opportunities related to an operational impact on the environmental, social issues, and governance factors. It is long practiced in the industry and corporate sector and it is now relevant to be implemented amongst and instilled within the higher education level.

1.2 Universiti Malaysia Sarawak (UNIMAS) is one of the public higher education institutes in Malaysia, established under the Universities and University College Act (1971) and a Federal Statutory Body, under the purview of Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605). With the vision to be a leading global university for a sustainable future, and the mission to enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research, and strategic engagement, UNIMAS is desirous to ensure that its operation meets the economic, social and environmental needs of the present without compromising the ability of future generations to meet their own needs, to which what sustainability is all about.

1.3 Henceforth, UNIMAS committed to express its commitment by establishing this policy, entitled "**UNIMAS Environmental, Social, and Governance (ESG) Policy**" (hereinafter referred to as "Policy").

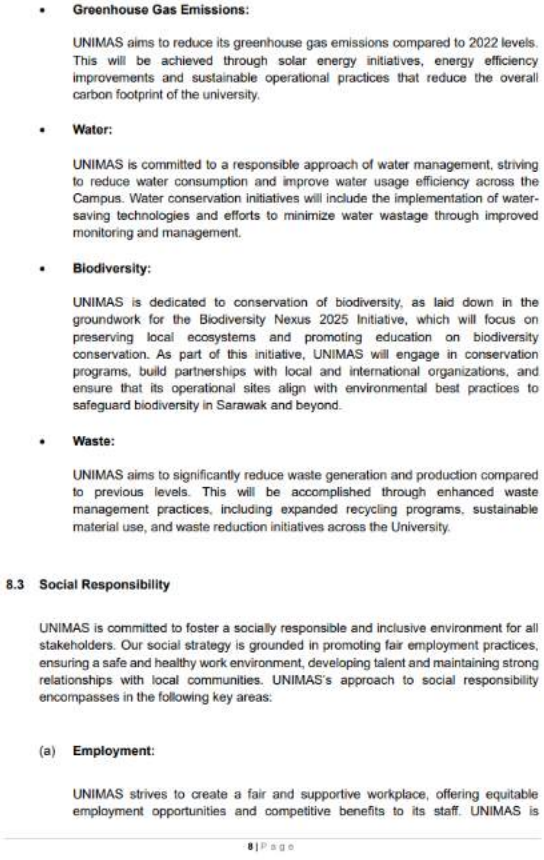
1.4 This Policy outlines UNIMAS's approach to sustainability and ESG, ensuring that we are accountable, transparent, and responsible in all actions to create long-term value for the university and the community. This is a manifestation of UNIMAS to ensure and prioritise the operationalisation its environmental, social and governance aims.

2. POLICY STATEMENT

2.1 UNIMAS is committed to operating in an ethical, sustainable, and responsible manner. This ESG Policy outlines our dedication to Environmental, Social, And Governance (ESG) principles in practice. UNIMAS strives to embed sustainability across all aspects of its operations, aligning with the United Nations Sustainable Development Goals (SDGs) and upholding ESG principles at every level.

2.2 UNIMAS envisions a future where higher education plays a transformative role in fostering sustainable development. Through the commitment to the principles of ESG, UNIMAS aims to lead by example and further established itself as the reference of ESG Excellence, integrating sustainable practices into every facet of university life—from academic curricula to community engagement, governance, and operational practices.

1 | Page



- **Greenhouse Gas Emissions:**

  UNIMAS aims to reduce its greenhouse gas emissions compared to 2022 levels. This will be achieved through solar energy initiatives, energy efficiency improvements and sustainable operational practices that reduce the overall carbon footprint of the university.

- **Water:**

  UNIMAS is committed to a responsible approach of water management, striving to reduce water consumption and improve water usage efficiency across the Campus. Water conservation initiatives will include the implementation of water-saving technologies and efforts to minimize water wastage through improved monitoring and management.

- **Biodiversity:**

  UNIMAS is dedicated to conservation of biodiversity, as laid down in the groundwork for the Biodiversity Nexus 2025 Initiative, which will focus on preserving local ecosystems and promoting education on biodiversity conservation. As part of this initiative, UNIMAS will engage in conservation programs, build partnerships with local and international organizations, and ensure that its operational sites align with environmental best practices to safeguard biodiversity in Sarawak and beyond.

- **Waste:**

  UNIMAS aims to significantly reduce waste generation and production compared to previous levels. This will be accomplished through enhanced waste management practices, including expanded recycling programs, sustainable material use, and waste reduction initiatives across the University.

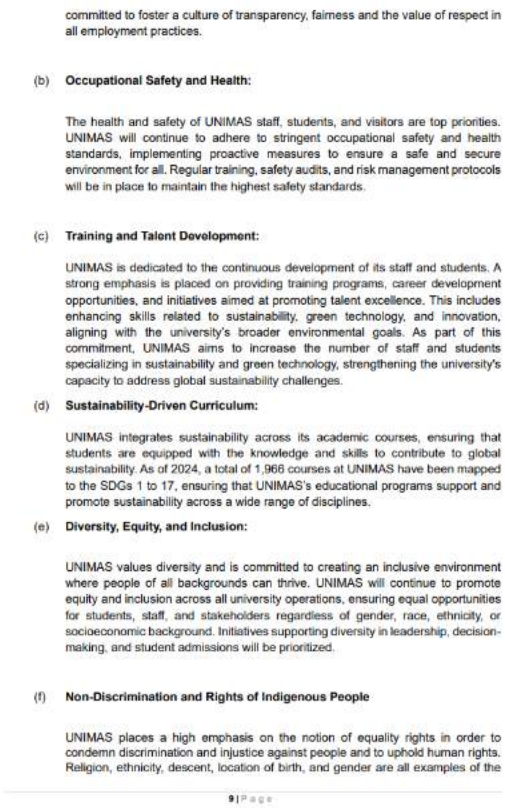
8.3 Social Responsibility

UNIMAS is committed to foster a socially responsible and inclusive environment for all stakeholders. Our social strategy is grounded in promoting fair employment practices, ensuring a safe and healthy work environment, developing talent and maintaining strong relationships with local communities. UNIMAS's approach to social responsibility encompasses in the following key areas:

(a) **Employment:**

UNIMAS strives to create a fair and supportive workplace, offering equitable employment opportunities and competitive benefits to its staff. UNIMAS is

8 | Page



committed to foster a culture of transparency, fairness and the value of respect in all employment practices.

(b) **Occupational Safety and Health:**

The health and safety of UNIMAS staff, students, and visitors are top priorities. UNIMAS will continue to adhere to stringent occupational safety and health standards, implementing proactive measures to ensure a safe and secure environment for all. Regular training, safety audits, and risk management protocols will be in place to maintain the highest safety standards.

(c) **Training and Talent Development:**

UNIMAS is dedicated to the continuous development of its staff and students. A strong emphasis is placed on providing training programs, career development opportunities, and initiatives aimed at promoting talent excellence. This includes enhancing skills related to sustainability, green technology, and innovation, aligning with the university's broader environmental goals. As part of this commitment, UNIMAS aims to increase the number of staff and students specializing in sustainability and green technology, strengthening the university's capacity to address global sustainability challenges.

(d) **Sustainability-Driven Curriculum:**

UNIMAS integrates sustainability across its academic courses, ensuring that students are equipped with the knowledge and skills to contribute to global sustainability. As of 2024, a total of 1,966 courses at UNIMAS have been mapped to the SDGs 1 to 17, ensuring that UNIMAS's educational programs support and promote sustainability across a wide range of disciplines.

(e) **Diversity, Equity, and Inclusion:**

UNIMAS values diversity and is committed to creating an inclusive environment where people of all backgrounds can thrive. UNIMAS will continue to promote equity and inclusion across all university operations, ensuring equal opportunities for students, staff, and stakeholders regardless of gender, race, ethnicity, or socioeconomic background. Initiatives supporting diversity in leadership, decision-making, and student admissions will be prioritized.

(f) **Non-Discrimination and Rights of Indigenous People**

UNIMAS places a high emphasis on the notion of equality rights in order to condemn discrimination and injustice against people and to uphold human rights. Religion, ethnicity, descent, location of birth, and gender are all examples of the

9 | Page

UNIMAS Gender, Religion, Nation, and Age Equality and Protection Policy for UNIMAS Citizens

UNIMAS promotes equitable employment practices through its Gender, Religion, Nation, and Age Equality and Protection Policy, safeguarding employees against discrimination and ensuring equal rights and opportunities regardless of gender, religion, ethnicity or age. Section 6.1 guarantees equal rights in employment appointments and career opportunities, while Section 6.2.1 reinforces equality and protection under the law. Additionally, Section 8.2 establishes accountability against discriminatory practices. This policy demonstrates UNIMAS's commitment to workplace fairness, equal employment opportunities and an inclusive working environment.

Keywords: Employment equality; equal employment opportunities; non-discrimination; workplace fairness; equal rights and protection; gender equality; fair recruitment; career opportunities; inclusive workplace; employee protection; equitable employment practices.

Reference: Gender, Religion, Nation, And Age Equality And Protection Policy For Unimas Citizens

GENDER, RELIGION, NATION, AND AGE EQUALITY AND PROTECTION POLICY FOR UNIMAS CITIZENS

1.0 INTRODUCTION

1.1 The implementation and course of business at Universiti Malaysia Sarawak (UNIMAS) is based on the law, which is the Federal Constitution 1957, and is followed by compliance with subsidiary laws such as the Universities & Colleges Act (AUKU) 1971, which includes the Constitution of Universiti Malaysia Sarawak (1998), and the Statutory Bodies (Discipline & Surcharge) Act 2000 (Act 605).

1.2 All UNIMAS regulations, policies, and procedures must be consistent with and not in conflict with the Federal Constitution of 1957. If any UNIMAS rules, policies, or procedures are in conflict with or contradict the Constitution, the rules, policies, or procedures will be repealed.

2.0 BACKGROUND

2.1 The Constitution is important in terms of integration, nationality, nationalism, patriotism, and democracy, which are implemented through Vision 2020, Islam Hadhari, and the notion of 1 Malaysia. The Federal Constitution is the Federation's fundamental and paramount law, and any law passed after Hari Merdeka that is inconsistent with the Constitution is void to the degree of that inconsistency, as are state laws or regulations, or state government policies.

2.2 The Constitution is divided into two (2) types: written (the form of the Constitution that is collected and made into one document) and unwritten (all constitutional concepts that are not collected in one document, such as customary law).

3.0 A STATEMENT OF POLICY

3.1 UNIMAS is one of twenty (20) Public Institutions of Higher Education (IPTA) and a Federal Statutory Body to ensure that certain Federal Government policies, such as those that protect the rights of multi-racial, religious, age, and gender communities equally and protect the community from any injustice and bias, are implemented more effectively.

3.2 The establishment of UNIMAS is governed by the Body Act, which incorporates it (via the Incorporation Law) and functions in accordance with the University & University College Act (AUKU) 1971, including the Constitution of Universiti Malaysia Sarawak (1998), and the Statutory Bodies Act (Discipline & Surcharge) 2000 (Act 605), together with its amendments, as the main law. In practice, UNIMAS is still subject to Government (Federal Authority) rules.

COPYRIGHT OFFICE OF LEGAL ADVISOR
UNIVERSITY OF MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

ENGLISH VERSION (2023)

5.0 PURPOSE

5.1 This policy serves as a foundation, core, guidance, rule, or action plan to ensure that no discrimination occurs and that equal rights and protection are provided to all UNIMAS citizens, regardless of gender, religion, ethnicity, or age. Everyone, including UNIMAS citizens, has the right to be free of any discrimination that may lead to dissatisfaction, division, or strife among races, nationalities, or others, posing threats to UNIMAS and the country.

5.2 In the context of UNIMAS, in order to achieve this purpose, UNIMAS has created and intends to execute this Policy in order to guarantee and assure that the quality Education given by UNIMAS can be attained and enjoyed by all levels of society, without any restrictions or hurdles. In keeping with this objective, UNIMAS is committed to strategically and innovatively developing, disseminating, and using knowledge to improve the quality of the nation's culture and the prosperity of its society.

6.0 IN THE CONTEXT OF UNIMAS, THE RIGHT TO EQUALITY AND PROTECTION

6.1 The equal rights and protection given to UNIMAS citizens include the right and protection from any type of discrimination or one-sided treatment against citizens solely on the grounds of religion, race, descent, place of birth, residence or gender in any law or in the appointment to any position or job, profession, career under a public authority unless it is allowed in the Constitution.

6.2 In the 1957 Federal Constitution, it has provided for fundamental freedoms under article 5(1) which states that, "No one shall be deprived of his life or deprived of his liberty except in accordance with the law."

6.2.1 THE LEGAL RIGHT TO EQUALITY AND PROTECTION

6.2.1.1 Article 8(1) state that all people are equal before the law and are entitled to equal legal protection. The emphasized principle is that this right is not absolute and is still subject to the law.

6.2.1.2 Furthermore, equal rights are granted under Article 8 (1) Equality of the same Constitution, which declares that all people are equal under the law and are entitled to equal protection under the law.

6.2.1.3 UNIMAS does not practice a discrimination policy in which all rules, policies, and policies have the value of equality that maintains the concept of "Natural Justice" which is the right to be heard (right to be heard) and protection from biased

COPYRIGHT OFFICE OF LEGAL ADVISOR
UNIVERSITY OF MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

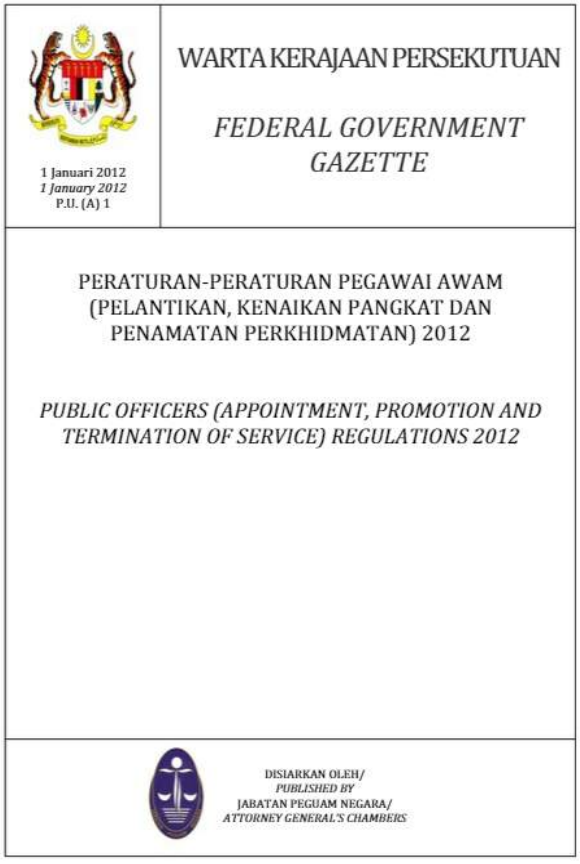
ENGLISH VERSION (2023)

UNIMAS Ensures Structured Salary Administration and Equitable Employment

Universiti Malaysia Sarawak (UNIMAS), as a federal statutory body, is subject to the Public Officers (Appointment, Promotion and Termination of Service) Regulations 2012. Regulations 25 and 27 govern initial salary determination and annual salary progression, while promotion provisions support structured career advancement. These regulations strengthen transparent remuneration practices, fair employment opportunities and equitable career progression, contributing to decent work, economic security and reduced employment inequalities in line with SDG 8 and SDG 10.

Keywords: Pay scale equity; salary administration; initial salary determination; annual salary progression; fair remuneration; employment equity; career advancement; promotion; transparent employment practices; decent work; equal opportunities.

Reference: Peraturan-Peraturan Pegawai Awam (Pelantikan, Kenaikan Pangkat Dan Penamatan Perkhidmatan) 2012



1 Januari 2012
1 January 2012
P.U. (A) 1

WARTA KERAJAAN PERSEKUTUAN

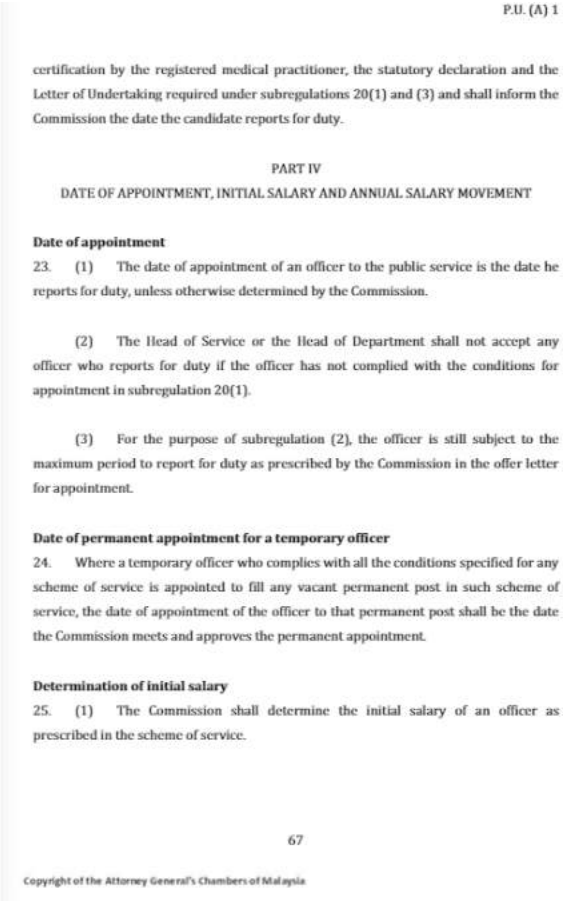
FEDERAL GOVERNMENT GAZETTE

PERATURAN-PERATURAN PEGAWAI AWAM (PELANTIKAN, KENAIKAN PANGKAT DAN PENAMATAN PERKHIDMATAN) 2012

PUBLIC OFFICERS (APPOINTMENT, PROMOTION AND TERMINATION OF SERVICE) REGULATIONS 2012

DISIARKAN OLEH/
PUBLISHED BY
JABATAN PEGUAM NEGARA/
ATTORNEY GENERAL'S CHAMBERS

Copyright of the Attorney General's Chambers of Malaysia



certification by the registered medical practitioner, the statutory declaration and the Letter of Undertaking required under subregulations 20(1) and (3) and shall inform the Commission the date the candidate reports for duty.

PART IV

DATE OF APPOINTMENT, INITIAL SALARY AND ANNUAL SALARY MOVEMENT

Date of appointment

23. (1) The date of appointment of an officer to the public service is the date he reports for duty, unless otherwise determined by the Commission.

(2) The Head of Service or the Head of Department shall not accept any officer who reports for duty if the officer has not complied with the conditions for appointment in subregulation 20(1).

(3) For the purpose of subregulation (2), the officer is still subject to the maximum period to report for duty as prescribed by the Commission in the offer letter for appointment.

Date of permanent appointment for a temporary officer

24. Where a temporary officer who complies with all the conditions specified for any scheme of service is appointed to fill any vacant permanent post in such scheme of service, the date of appointment of the officer to that permanent post shall be the date the Commission meets and approves the permanent appointment.

Determination of initial salary

25. (1) The Commission shall determine the initial salary of an officer as prescribed in the scheme of service.

Copyright of the Attorney General's Chambers of Malaysia

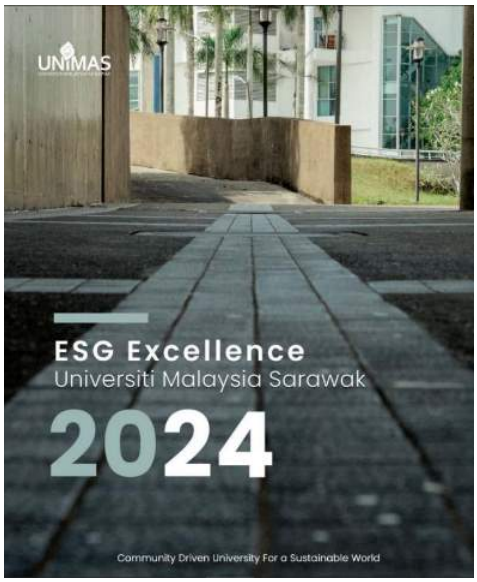
8.2.7 Tracking pay scale for gender equity

UNIMAS Ensures Gender Equity in Starting Salaries and Remuneration

Universiti Malaysia Sarawak (UNIMAS), through its ESG Excellence Report 2024, confirms that male and female employees receive equal initial starting remuneration, demonstrating its commitment to gender pay equity and non-discriminatory salary practices. The University also emphasises equitable salary distribution and minimum wage provisions to promote fair compensation and employee welfare. These practices support SDG 5: Gender Equality and SDG 8: Decent Work and Economic Growth through equal remuneration, fair employment conditions and inclusive workplace practices. The UNIMAS ESG Excellence Report 2024 is used as the supporting reference, as the 2025 report is still undergoing institutional review and pending endorsement by the UNIMAS Board of Directors.

Keywords: SDG 5: Gender Equality; SDG 8: Decent Work and Economic Growth; THE Impact Rankings; gender pay equity; equal starting salary; equal remuneration; salary equality; gender wage gap; fair compensation; non-discriminatory pay; minimum wage; equitable salary distribution; employee welfare; gender equality in employment; fair employment practices; inclusive workplace.

Reference: UNIMAS ESG Excellence Report 2024



GOVERNANCE

Market Presence

Ratios of standard entry level wage by gender compared to local minimum wage

Range of minimum wage	Range of maximum wage
RM 1,204 – RM 6,640	RM 2,939 – RM 14,210

Academic	
RM 2,188	RM 14,210
Executive	
RM 1,204	RM 8,070
Management & Professional	
RM 2,078	RM 13,256

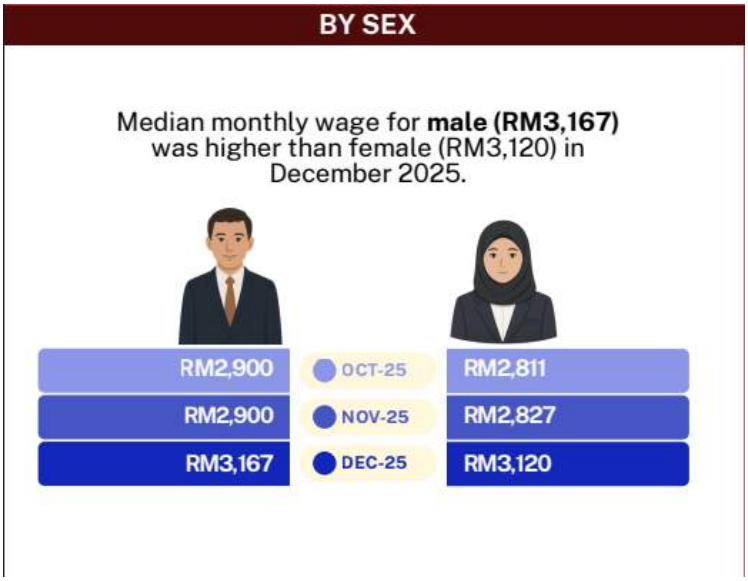
At UNIMAS, male and female employees receive the same initial starting remuneration, ensuring no gender-based discrimination. The university is deeply committed to protecting and promoting equality among its members, with policies that foster gender, racial, and age equality. Ensuring a minimum wage is crucial for improving the economic well-being of UNIMAS employees, who are vital to the institution's operations. Equitable salary distribution is essential for reducing disparities, including those based on gender and citizenship, and has significant implications for economic growth and development at individual, business, national, and global levels.

Malaysia Monitors Gender-Based Wage Differences Through DOSM Wage Statistics

The Department of Statistics Malaysia (DOSM), through its Fourth Quarter 2025 Employee Wages Statistics, monitors median monthly wages by sex to support gender pay equity assessment. In December 2025, male employees recorded a median monthly wage of RM3,167, compared with RM3,120 for female employees. This gender-disaggregated data provides a national benchmark for assessing wage differences, promoting equal remuneration and strengthening evidence-based policies towards SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth).

Keywords: Gender pay equity; gender wage gap; equal remuneration; salary monitoring; gender-disaggregated data; wage transparency; fair compensation; employment equality; SDG 5; SDG 8.

Reference: DOSM - Employee Wages Statistics (Formal Sector) Fourth Quarter 2025

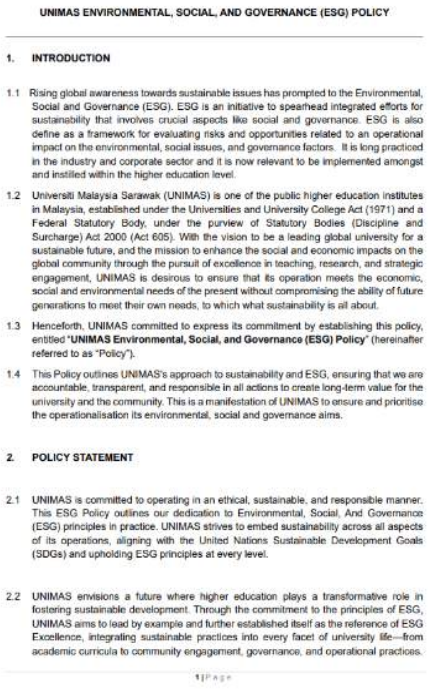


UNIMAS Strengthens Institutional Commitment to Gender Pay Equity through Its ESG Policy

Universiti Malaysia Sarawak (UNIMAS), through its Environmental, Social and Governance (ESG) Policy, particularly Section 8.3(a) on Employment (Page 9), commits to equitable employment opportunities, fair remuneration and non-discriminatory employment practices. This policy reinforces UNIMAS's commitment to gender equality in salary administration and fair compensation, supporting efforts to prevent gender-based pay disparities. It complements the University's reported equal starting remuneration for male and female employees and supports SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth).

Keywords: Gender pay equity; equal remuneration; salary equality; gender wage gap; fair compensation; non-discriminatory pay; equitable employment; employment equality; salary administration; workplace fairness; gender equality; SDG 5; SDG 8.

Reference: UNIMAS ESG Policy



UNIMAS ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

1. INTRODUCTION

1.1 Rising global awareness towards sustainable issues has prompted to the Environmental, Social and Governance (ESG). ESG is an initiative to spearhead integrated efforts for sustainability that involves crucial aspects like social and governance. ESG is also define as a framework for evaluating risks and opportunities related to an operational impact on the environmental, social issues, and governance factors. It is long practiced in the industry and corporate sector and it is now relevant to be implemented amongst and instilled within the higher education level.

1.2 Universiti Malaysia Sarawak (UNIMAS) is one of the public higher education institutes in Malaysia, established under the Universities and University College Act (1971) and a Federal Statutory Body, under the purview of Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605). With the vision to be a leading global university for a sustainable future, and the mission to enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research, and strategic engagement, UNIMAS is desirous to ensure that its operation meets the economic, social and environmental needs of the present without compromising the ability of future generations to meet their own needs, to which what sustainability is all about.

1.3 Henceforth, UNIMAS committed to express its commitment by establishing this policy, entitled "**UNIMAS Environmental, Social, and Governance (ESG) Policy**" (hereinafter referred to as "Policy").

1.4 This Policy outlines UNIMAS's approach to sustainability and ESG, ensuring that we are accountable, transparent, and responsible in all actions to create long-term value for the university and the community. This is a manifestation of UNIMAS to ensure and prioritise the operationalisation its environmental, social and governance aims.

2. POLICY STATEMENT

2.1 UNIMAS is committed to operating in an ethical, sustainable, and responsible manner. This ESG Policy outlines our dedication to Environmental, Social, And Governance (ESG) principles in practice. UNIMAS strives to embed sustainability across all aspects of its operations, aligning with the United Nations Sustainable Development Goals (SDGs) and upholding ESG principles at every level.

2.2 UNIMAS envisions a future where higher education plays a transformative role in fostering sustainable development. Through the commitment to the principles of ESG, UNIMAS aims to lead by example and further established itself as the reference of ESG Excellence, integrating sustainable practices into every facet of university life—from academic curricula to community engagement, governance, and operational practices.

1 | Page

8.3 Social Responsibility

UNIMAS is committed to foster a socially responsible and inclusive environment for all stakeholders. Our social strategy is grounded in promoting fair employment practices, ensuring a safe and healthy work environment, developing talent and maintaining strong relationships with local communities. UNIMAS's approach to social responsibility encompasses in the following key areas:

(a) **Employment:**

UNIMAS strives to create a fair and supportive workplace, offering equitable employment opportunities and competitive benefits to its staff. UNIMAS is committed to foster a culture of transparency, fairness and the value of respect in all employment practices.

8 | Page

8.2.8 Employment practice appeal process

UNIMAS Provides a Formal Employee Appeal Mechanism under Act 605

UNIMAS, as a federal statutory body, is subject to the Statutory Bodies (Discipline and Surcharge) Act 2000 [Act 605]. Section 7 and the Second Schedule, Part II, Paragraphs 20–23 (pp. 62–65), establish a formal disciplinary appeal mechanism, allowing employees to challenge disciplinary decisions through a designated Disciplinary Appeal Committee. These provisions safeguard employees' rights through procedural fairness, opportunities for appeal and accountable decision-making, supporting SDG 8 (Decent Work and Economic Growth).

Keywords: Employee appeal process; employment rights; disciplinary appeals; employee protection; grievance redressal; procedural fairness; right to appeal; workplace justice; employment accountability; fair employment; SDG 8.

Reference: Laws of Malaysia (Online Version – Updated Reprint) Statutory Bodies (Discipline and Surcharge) Act 2000 [Act 605] As at 22 October 2021



UNDANG-UNDANG MALAYSIA

VERSI DALAM TALIAN TEKS
CETAKAN SEMULA YANG KEMAS KINI

Akta 605

AKTA BADAN-BADAN BERKANUN (TATATERTIB DAN SURCAJ) 2000

Sebagaimana pada 22 Oktober 2021

Teks ini HANYALAH TEKS KEMAS KINI bagi Akta Akta Badan-Badan Berkanun (Tatatertib Dan Surcaj) 2000 oleh Jabatan Peguam Negara. Melainkan jika dan sehingga dicetak semula menurut kuasa Pesuruhjaya Penyemak Undang-Undang di bawah subseksyen 14(1) Akta Penyemakan Undang-Undang 1968 [Akta 1], teks ini BUKAN TEKS YANG SAH.

Rekod mesyuarat Jawatankuasa Rayuan Tatatertib

19. Pengerusi sesuatu Jawatankuasa Rayuan Tatatertib hendaklah memastikan bahawa rekod tiap-tiap prosiding rayuan tatatertib dan minit tiap-tiap mesyuarat Jawatankuasa Rayuan Tatatertib itu disimpan dengan sempurna.

Tatacara rayuan

20. (1) Sesuatu rayuan oleh mana-mana pegawai yang telah didapati bersalah oleh sesuatu Jawatankuasa Tatatertib hendaklah dibuat secara bertulis, melalui Ketua Jabatannya, kepada Jawatankuasa Rayuan Tatatertib yang berkenaan dalam tempoh empat belas hari dari tarikh keputusan Jawatankuasa Tatatertib itu disampaikan kepadanya.

(2) Ketua Jabatan hendaklah, tidak lewat daripada empat belas hari dari tarikh dia menerima rayuan itu, mengemukakan rayuan itu berserta dengan ulasannya kepada Jawatankuasa Tatatertib yang terhadap keputusannya rayuan itu dibuat.

(3) Dalam tempoh tiga puluh hari dari tarikh Jawatankuasa Tatatertib itu menerima rayuan dan ulasan Ketua Jabatan itu, Jawatankuasa Tatatertib yang terhadap keputusannya rayuan itu dibuat hendaklah menyebabkan satu salinan rekod prosiding tatatertib terhadap pegawai itu dihantar kepada Jawatankuasa Rayuan Tatatertib berserta dengan alasan-alasan keputusannya.

(4) Pengerusi Jawatankuasa Rayuan Tatatertib boleh melanjutkan tempoh yang dinyatakan dalam subperenggan (1), (2) dan (3) atas permohonan pegawai yang berkenaan dan apabila sebab-sebab yang mencukupi diberikan.

Pendengaran rayuan

21. (1) Sebaik selepas menerima dokumen rayuan sebagaimana yang diperuntukkan dalam perenggan 20, Pengerusi Jawatankuasa Rayuan Tatatertib yang berkenaan hendaklah mengadakan suatu mesyuarat Jawatankuasa Rayuan Tatatertib itu untuk menimbangkan rayuan itu.

(2) Jawatankuasa Rayuan Tatatertib itu hendaklah memutuskan tiap-tiap rayuan semata-mata berdasarkan merit alasan rayuan itu tanpa menerima apa-apa pernyataan lanjut atau keterangan tambahan.

(3) Walau apa pun subperenggan (2), Jawatankuasa Rayuan Tatatertib itu boleh, jika difikirkannya adil dan perlu, dan tertakluk pada hak pegawai itu untuk didengar, meminta apa-apa pernyataan lanjut atau keterangan tambahan daripada mana-mana orang lain.

Keputusan Jawatankuasa Rayuan Tatatertib

22. (1) Dalam menimbangkan rayuan di bawah perenggan 21 terhadap keputusan sesuatu Jawatankuasa Tatatertib, Jawatankuasa Rayuan Tatatertib itu boleh—

(a) menghantar balik kes itu kepada Jawatankuasa Tatatertib itu untuk ditimbangkan semula;

(b) mengesahkan keputusan Jawatankuasa Tatatertib itu;

(c) mengesahkan keputusan Jawatankuasa Tatatertib itu berhubung dengan salah laku pegawai itu, tetapi mengubah hukuman kepada suatu hukuman yang lebih ringan; atau

(d) mengakaskan keputusan dan hukuman Jawatankuasa Tatatertib itu dan membebaskan pegawai itu daripada pertuduhan terhadapnya.

(2) Keputusan Jawatankuasa Rayuan Tatatertib adalah muktamad.

Pegawai hendaklah diberitahu mengenai keputusan Jawatankuasa Rayuan Tatatertib

23. Dengan seberapa segera yang praktik selepas membuat keputusannya di bawah perenggan 22 atas suatu rayuan yang dibuat oleh seseorang pegawai, Jawatankuasa Rayuan Tatatertib hendaklah memberitahu pegawai itu mengenai keputusan itu.

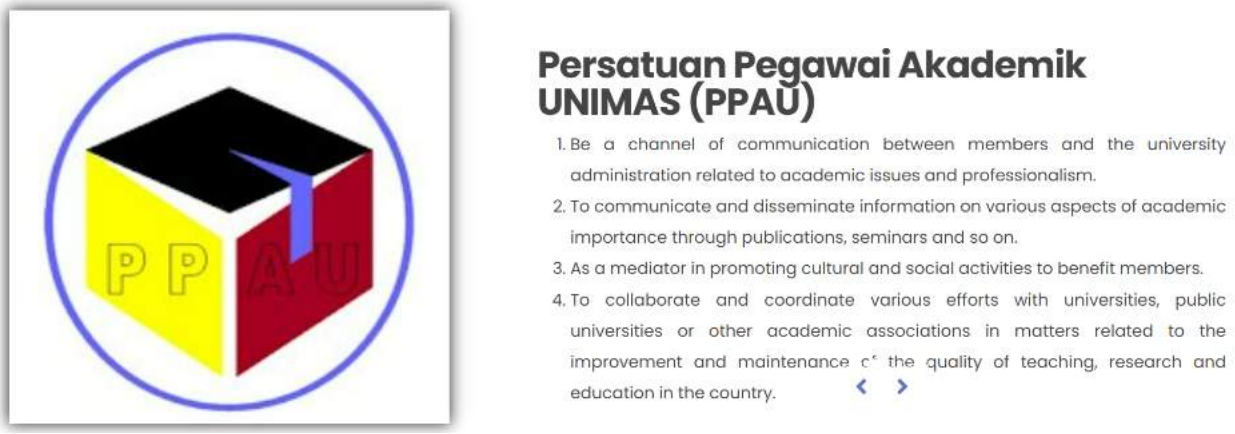
8.2.9 Employment practice labour rights

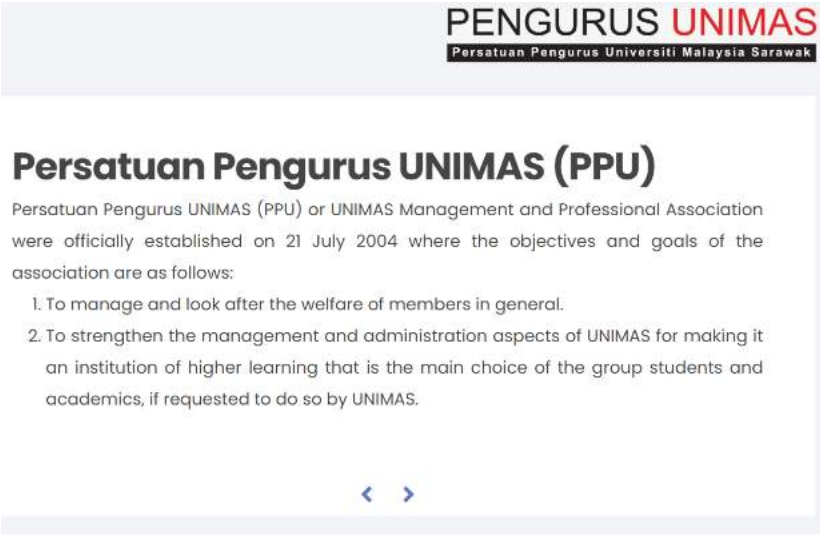
UNIMAS Recognises Labour Rights through Staff Unions and Employee Representation

Universiti Malaysia Sarawak (UNIMAS) recognises employees' freedom of association and labour rights through established staff organisations, including PPAU, PPU and KESAUMAS. These organisations represent academic, management, professional and support staff, providing platforms to voice employment concerns, protect workers' interests and engage with university management. In particular, KESAUMAS advocates fair remuneration, job security and reasonable employment conditions, supporting employee participation, workplace dialogue and fair labour practices in line with SDG 8 (Decent Work and Economic Growth).

Keywords: Freedom of association; labour rights; employee representation; trade unions; collective representation; workers' rights; employee participation; workplace dialogue; fair remuneration; job security; employment conditions; SDG 8.

Reference: [UNIMAS Official Website - Organization]









KESATUAN KAKITANGAN AM UNIMAS (KESAUMAS)

MASNITA Promotes Women's Representation and Participation in Workplace Matters

Universiti Malaysia Sarawak (UNIMAS) promotes inclusive employee representation through Persatuan Wanita Universiti Malaysia Sarawak (MASNITA), established in 2001. Representing female staff and spouses of UNIMAS employees, MASNITA provides a platform for women to voice their interests and welfare concerns. Through consultation and engagement with university management, the association strengthens women's participation in workplace

matters, promotes gender inclusion and supports employees' welfare, contributing to SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth).

Keywords: Women's representation; freedom of association; employee participation; gender inclusion; workplace consultation; women's rights; staff welfare; employee representation; workplace engagement; SDG 5; SDG 8.

Reference: MASNITA - UNIMAS



8.3 Expenditure per employee

8.3.1 Expenditure per employee

Number of UNIMAS employees	2245
UNIMAS's expenditure	RM 327,000,000.00
Expenditure per employee	**RM 145,657.02**

UNIMAS Demonstrates Institutional Investment in Employee Welfare and Operational Support

Universiti Malaysia Sarawak (UNIMAS) recorded an expenditure of RM327 million for 2,245 employees, representing an estimated expenditure of RM145,657 per employee. This reflects the University's financial commitment to supporting its workforce, maintaining institutional operations and strengthening employee welfare. The expenditure demonstrates UNIMAS's investment in human resources and sustainable institutional development, contributing to SDG 8 (Decent Work and Economic Growth).

Reference: UNIMAS Institutional Expenditure and Employee Data.

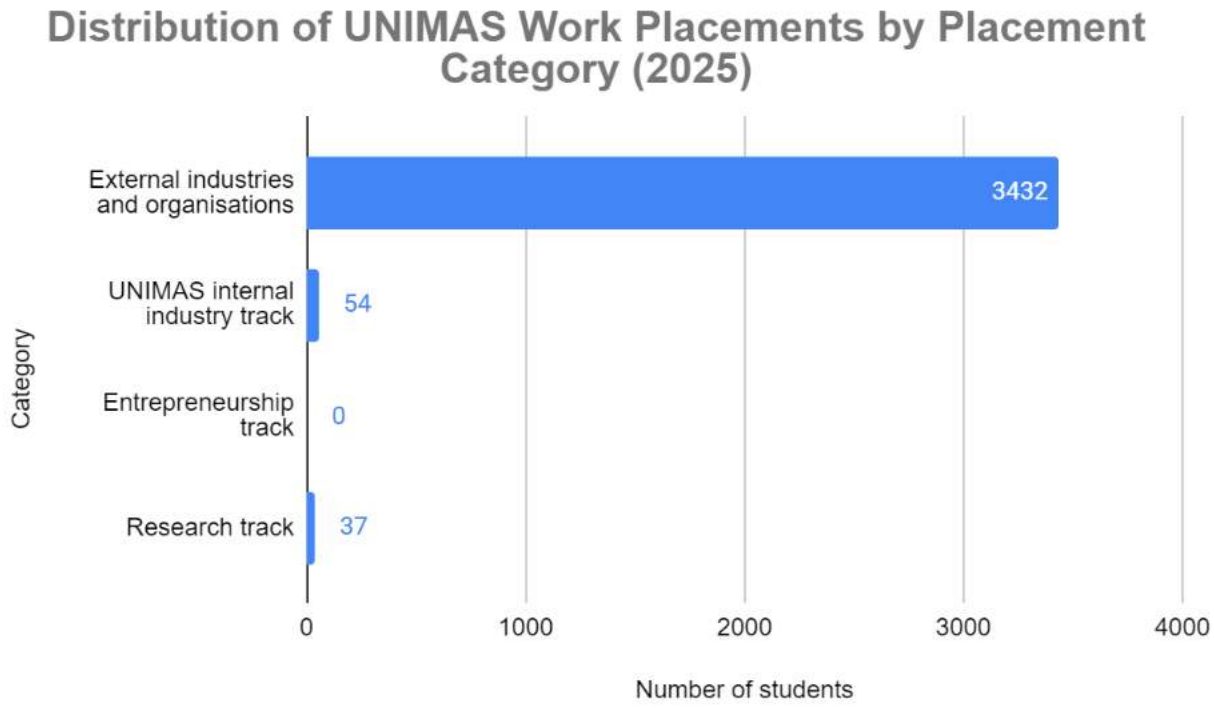
Keywords: Employee expenditure; expenditure per employee; institutional investment; human resource allocation; employee welfare; workforce support; financial sustainability; operational expenditure; staff development; sustainable employment; SDG 8.

8.4 Proportion of students taking work placements

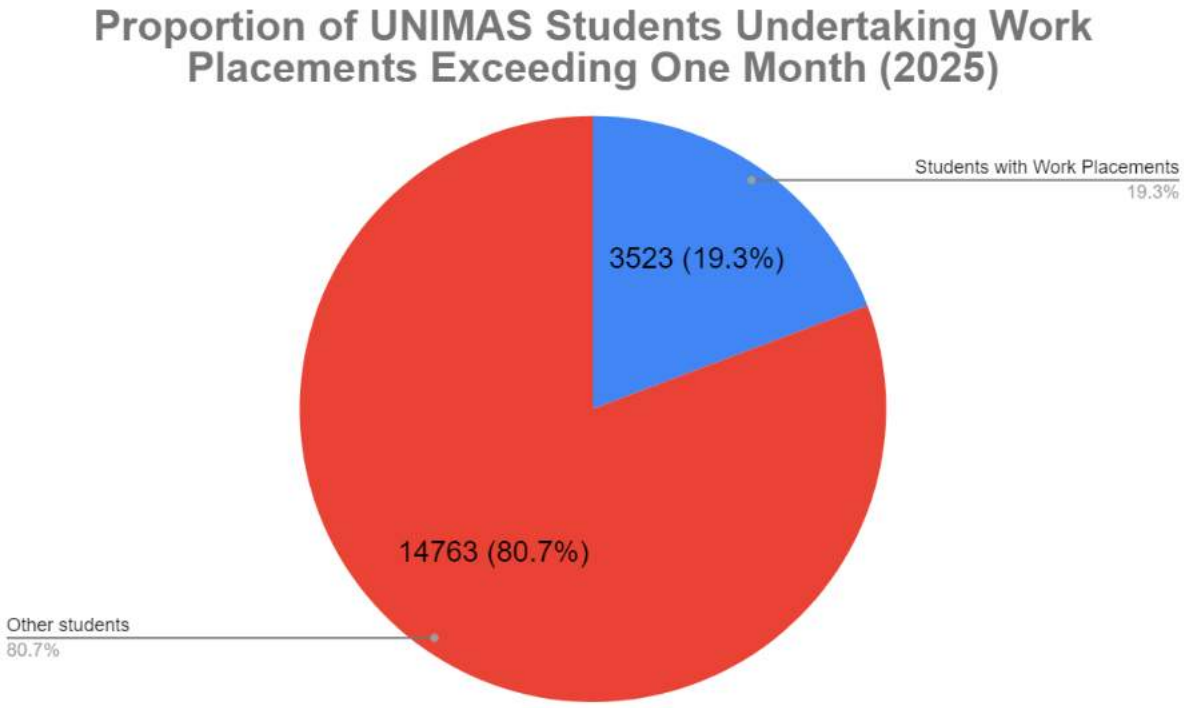
8.4.1 Proportion of students with work placements

UNIMAS Industrial Training Distribution in 2025

Category	Number of Students
Industrial Training at External Industries and Organisations	3,432
Industrial Training – UNIMAS Internal Industry Track	54
Industrial Training – Entrepreneurship Track	0
Industrial Training – Research Track	37
Total Industrial Training Students	3,523



Number of UNIMAS students	18286
Number of UNIMAS students with work placements for more than a month	3523



UNIMAS Strengthens Graduate Employability through Industry-Based Learning and Work Placements

Universiti Malaysia Sarawak (UNIMAS) supports SDG 4: Quality Education and SDG 8: Decent Work and Economic Growth by providing students with structured industrial training and practical workplace experience. In 2025, out of 18,286 students, a total of 3,523 students (19.3%) undertook work placements lasting more than one month. Of these, 3,432 students (97.42%) were placed in external industries and organisations, 54 (1.53%) participated in UNIMAS's internal industry track, and 37 (1.05%) undertook research-based placements, while none participated in the entrepreneurship track. The

strong participation in external industry placements highlights UNIMAS's emphasis on university–industry collaboration, experiential learning and professional exposure. These opportunities enable students to develop practical competencies, strengthen workplace readiness and enhance their employability in preparation for future careers.

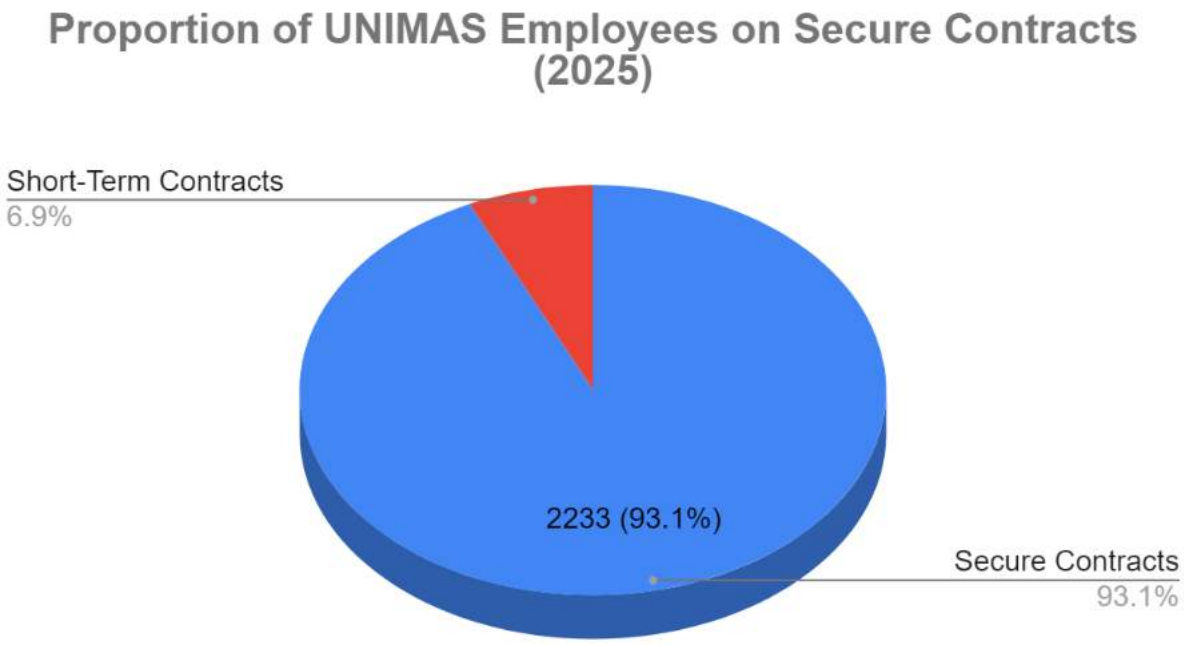
Keywords: SDG 4: Quality Education; SDG 8: Decent Work and Economic Growth; THE Impact Rankings; industrial training; work placements; student work experience; work-integrated learning; graduate employability; workplace readiness; industry engagement; university–industry collaboration; experiential learning; practical skills development; professional development; external industry placements; research-based placements; career readiness; labour market preparation.

8.5 Proportion of employees on secure contracts

8.5.1 Proportion of employees on secure contracts

Employment Status	Staff Count
Permanent	2218
Contract	181
Contract (≤ 24 months)	166
Contract (> 24 months)	15
Grand Total	**2399**

Number of UNIMAS employees	2399
Number of UNIMAS employees on contracts of over 24 months including permanent	2233
Number of UNIMAS employees on contracts of less than 24 months	166
Proportion of UNIMAS employees on secure contracts	93.08%



UNIMAS Promotes Employment Security and Workforce Stability

Universiti Malaysia Sarawak (UNIMAS) demonstrates its commitment to SDG 8: Decent Work and Economic Growth by promoting secure employment and workforce stability. In 2025, UNIMAS recorded a total of 2,399 employees, comprising 2,218 permanent employees, 15 employees on contracts exceeding 24 months, and 166 employees on short-term contracts of less than 24 months. Collectively, 2,233 employees (93.1%) were employed under secure arrangements, including permanent employment and contracts exceeding 24 months. This reflects UNIMAS's commitment to employment security, decent working conditions, and workforce sustainability, supporting staff welfare and long-term institutional development.

Keywords: SDG 8: Decent Work and Economic Growth; THE Impact Rankings; proportion of employees on secure contracts; secure employment; permanent employees; long-term employment contracts; contracts exceeding 24 months; short-term employment contracts; contracts below 24 months; employment security; job stability; workforce stability; decent work; employee welfare; employment conditions; human resource management; workforce sustainability.