

# UNIMAS ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

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## 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.

This initiative is in line with the United Nations Sustainable Development Goals (SDGs), in order to generate lasting positive impact for Sarawak, Malaysia and beyond jurisdiction.

- 2.3 UNIMAS's commitment to Environmental, Social, and Governance (ESG) principles is grounded in five UNIMAS values that guide all sustainability initiatives. The values are Integrity, Exemplary, Equity, Collegiality and Tenacity.
- 2.3 Aligned with the UNIMAS Sustainability Masterplan 2021-2025, these documents aim to outline all sustainability initiatives, benefiting not only the campus but also the surrounding community. UNIMAS, in partnership with its students, staff, alumni, and stakeholders, strives to make the University an exceptional institution.
- 2.4 Thus, to achieved these goals, UNIMAS will strengthen its focus on community engagement and digital transformation, such as centralisation of digitalisation and artificial intelligence (AI). Close collaboration with local communities, particularly indigenous and underserved groups by way of implementing programs that promote digital literacy and green skills, empowering these communities to thrive in a sustainable, tech-driven future. Leveraging digital tools and technologies, UNIMAS also aims to enhance its environmental, social, and governance efforts, ensuring that our ESG initiatives are inclusive, data-driven, and impactful. UNIMAS aspire to commit a responsible-practices and further cultivate a sustainable legacy that empowers our students, Universiti and community as a whole, to shape a better world.

### 3. VISION, MISSION, NICHE AREAS AND CORE VALUES

UNIMAS's commitment to the principles of **ESG** is deeply rooted in our vision, mission, niche areas and core values. These guiding elements ensure UNIMAS's sustainability efforts are in line with the broader purpose of the university.

- (a) **Vision:** A Leading Global University for a Sustainable Future;
- (b) **Mission:** To enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research, and strategic engagement;
- (c) **Niche Areas:**
  - (i) Biodiversity and Environmental Conservation;
  - (ii) Sustainable Community Transformation; and
  - (iii) Information, Communication and Creative Technology

#### 4. DEFINITIONS AND INTERPRETATIONS

In this Policy, unless the meaning requires a different contextual meaning;

**"Act"** means an Act or Act of Parliament used in conjunction with legislation, which carries the meaning of a law made by Parliament;

**"Campus"** means the campus in relation to a University or University College, means the Campus or Branch Campus of the University or University College; as specified in an Order made under the Incorporation and Establishment of a University; and the area together with all other buildings or structures thereon, whether in perpetuity or otherwise, by the University or the University College;

**"Delegating Authority"** means the division or entity of and decision-making responsibility to an individual that reports to a higher management;

**"Equality"** means the nature or condition of being equal or equal (to each other): questioning rights and responsibilities, justice;

**"ESG"** means Environmental, social and governance, a framework used to assess an organization's business practices and performance on various sustainability and ethical issues. It also provides a way to measure business risks and opportunities in those areas;

**"ESG Audit"** means an assessment of the risks related to ESG and can verify the accuracy of the ESG-related data that a institution discloses to its employees, stakeholders, and regulatory bodies. Like any audit, ESG audits can be internal or external. Increasingly, businesses are engaging third-party assurance auditors to report on those ESG disclosures;

**"FTSE4Good"** means the index which is aimed to support investors in making ESG investments in Malaysian listed companies. This index was launched in December 2014;

**"Federal Constitution"** means the principal law of the Federation and any law passed after Merdeka Day (Independence Day) which is inconsistent with this Constitution, is invalid to the extent of such inconsistency or state law or regulation, state government policy;

**"Green Technology"** means environmentally friendly technologies designed to reduce negative impacts on the planet through sustainable practices and innovation;

**"GRI (Global Reporting Initiative)"** is an independent not-for-profit organization that leads a global multi-stakeholder process to develop and refine rigorous yet practical sustainability reporting, enabling organizations to understand and act on the full range of their impacts;

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

“**PTj**” means the main entity responsible at UNIMAS which consists of Faculties, Centers, Institutes and Divisions;

“**Race**” means a group of people as part of a large nation or tribe;

“**Religion**” means belief in God and the attributes and powers of God and acceptance of His teachings and commands and belief in the Almighty;

“**Statutory Body**” means a body, by whatever name mentioned, incorporated by federal law for the purposes of the Federal Government, excluded local authorities;

“**Staff**” means a person employed on a permanent, temporary or contract basis by a statutory body, and paid emoluments by the statutory body, and includes a person seconded to any subsidiary corporation or company of the statutory body or any other statutory body, Ministry, department or agency of the Federal Government or any department or agency of the Government of any State or any company in which the Federal Government or the Government of any state has an interest. In this context, the term ‘staff’ refers to academic staff and non -academic staff;

“**Student**” means a registered student, other than a student at an institution allied to the University or University College, who is following a course of study, instruction, training or research of any description at the preparatory, undergraduate, postgraduate or post-doctoral level on a full time or part time basis in, by or from the University or University College, and includes distance-learning, off -campus, exchange and non -graduating student;

“**University Constitution**” means the Constitution of Universiti Malaysia Sarawak;

“**SDGs**” known as the Sustainable Development Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.;

“**Vice-Chancellor**” in relation to a University, means the Vice-Chancellor, President, Rector or Director of that University and includes any other person, by whatever name called, who has been appointed as the chief executive officer of the University and “Deputy Vice-Chancellor” shall be construed accordingly;

“**Visitor**” means a person or group of members of the public who come to visit or visit the campus on official business and/or with permission;

“**University**” means Universiti Malaysia Sarawak; and

“**UNIMAS Community**” means UNIMAS citizens, from all levels, whether management, administration, academics, executor and students of the University.

## 5. Objectives of the Policy

- (a) **Enhanced Institutional Sustainability:** Strengthen UNIMAS’s role as a leader in environmental stewardship, contributing to global sustainability by reducing its ecological footprint, promoting renewable energy use, and fostering biodiversity.

- (b) **Social Equity and Community Impact:** Develop socially responsible and inclusive practices that benefit students, staff, and the wider Sarawak community, particularly indigenous and underrepresented groups.
- (c) **Educational Transformation:** Integrate ESG principles into curricula to produce graduates who are informed, responsible, and prepared to address global challenges.
- (d) **Operational Excellence and Governance:** Establish governance practices that prioritize transparency, accountability, and ethical leadership, setting a benchmark for higher education institutions in Malaysia.
- (e) **Increased Visibility and Influence:** Position UNIMAS as a model for ESG implementation, enhancing its reputation both locally and internationally as a university dedicated to sustainable development.

## 6. Value Proposition of UNIMAS's ESG

This Policy is crafted to position the University as a leading institution for sustainability within Malaysia's higher education sector.

Further to that, it also serves as:

- (a) **A Model of Excellence:** Showcasing how ESG can be practically implemented in academia to inspire other universities and institutions;
- (b) **A Catalyst for Community Transformation:** By prioritizing local partnerships and engagement, UNIMAS ensures that its sustainability efforts resonate beyond campus, positively impacting Sarawak's communities;
- (c) **An Academic Hub for Sustainability Leaders:** Through specialized ESG training, research, and a sustainability-driven curriculum, UNIMAS fosters the next generation of sustainability-focused professionals and leaders; and
- (d) **A Trusted Partner in Global ESG Goals:** With its alignment to international frameworks, such as the SDGs, GRI, FTSE4Good, UNIMAS actively contributes to global sustainability while adapting these goals to the local context of Sarawak.

## 7. Strategic Concerns Driving UNIMAS's ESG Journey

- (a) **Environmental Imperatives:** The urgent need to address climate change, reduce emissions, and conserve biodiversity is aligned with the UNIMAS Low Carbon Campus Roadmap 2030. These goals not only fulfill global commitments but also reinforce UNIMAS's responsibility to protect Sarawak's unique ecosystem.

- (b) **Social Responsibility and Inclusivity:** Ensuring that educational and economic opportunities are available to all, particularly in underrepresented communities, strengthens UNIMAS's role in fostering equality, diversity, and inclusion across the region.
- (c) **Compliance and Governance Requirements:** With increased expectations from stakeholders on transparency and ethics, UNIMAS must ensure that its operations meet or exceed national and international governance standards.
- (d) **Educational Alignment with Industry Needs:** As industries evolve to prioritise ESG, UNIMAS's role is to prepare students with the knowledge and skills to lead in sustainable practices, positioning them as valuable assets in Malaysia's workforce.
- (e) **Financial Sustainability and Resource Management:** Efficient resource allocation and sustainable financial practices are essential to maintaining UNIMAS's long-term impact and supporting continuous improvement in its ESG journey. ESG will also serve as the responsible investment platform for UNIMAS to sustain its operation towards a sustainable development.

## 8. Mechanism to implement ESG

UNIMAS is committed to integrating ESG principles across all areas of its operations. To achieve this, UNIMAS has established several mechanisms and delegated authority to ensure effective governance and accountability in implementing its ESG initiatives.

### 8.1 Mechanism of Delegation

#### (a) Delegating Authority

To ensure the successful implementation of ESG principles, UNIMAS has established a clear delegation of responsibilities as follows:

- (i) **Executive Committee:** Oversees high-level decision-making related to ESG, ensuring that all ESG initiatives align with the university's strategic goals.
- (ii) **University Sustainability Committee (UNSC):** Chaired by the Deputy Vice-Chancellor (Research & Innovation), this committee is tasked with integrating ESG principles across university operations, monitoring progress, and reporting to the Executive Committee.
- (iii) **Project Steering Committee (PSC):** Focuses on strategic oversight of all major sustainability projects and provides guidance on long-term ESG initiatives.

- (iv) **Project Working Committee (PWC):** Responsible for the practical implementation of ESG policies and coordinating efforts across faculties and departments.
- (v) **Project Implementation Committee (PIC):** Manages the on-the-ground execution of sustainability projects, ensuring timely delivery and compliance with ESG standards.

(b) **ESG Responsibilities Delegation**

The term “ESG” encompasses principles that prioritize environmental sustainability, social responsibility, and governance integrity. To effectively address each of these areas, UNIMAS has designated specific departments (PTj) to oversee and implement related tasks, as follows:

- (i) **Environmental:** The Institute of Sustainable and Renewable Energy (ISuRE) to coordinate environmental data collection, analysis and reporting.
- (ii) **Social:** The University Sustainability Centre (USC) is responsible for coordinating the social aspects of data collection and analysis and submitting the findings to ISuRE for data consolidation and reporting.
- (iii) **Governance:** The Registrar’s Office is responsible for coordinating the governance aspects of data collection and analysis and submitting the findings to ISuRE for data consolidation and reporting.

## 8.2 Environmental Responsibility

As part of the commitment to environmental sustainability, UNIMAS aligns its environmental initiatives with the goals outlined in the UNIMAS Low Carbon Campus Roadmap 2030. These targets are designed to significantly reduce the university's environmental footprint and support global efforts to combat climate change. The strategy focuses on energy, water, biodiversity, and waste management, with specific, measurable targets to be achieved by 2030.

- **Energy:**

UNIMAS is committed to reducing energy consumption and increasing the share of renewable energy. Currently, the University’s renewable energy efforts are centred and depends on the solar technology. Further expansion of solar energy capacity will be prioritized. Energy-efficient technologies and policies will also be adopted to achieve these ambitious goals.

- **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

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

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

decisions are made with a focus on environmental and social responsibility. UNIMAS will also encourage the use of locally sourced materials and services to support the local economy and reduce environmental impact.

- (d) **Anti-Corruption:** UNIMAS maintains a zero-tolerance policy towards corruption and unethical behavior. UNIMAS is committed to ensure 100% compliance with anti-corruption training and policies, reinforcing a culture of integrity across all levels of the institution.
- (e) **Regulatory Compliance:** UNIMAS ensures that all activities meet or exceed local, national, and international regulations, including environmental, labor, and academic standards, fostering a culture of legal and ethical integrity. We actively monitor changes in regulatory frameworks to remain compliant and continuously improve our practices. By promoting a proactive approach to compliance, we aim to mitigate risks, enhance our reputation, and contribute to the sustainability of our community.
- (f) **Ethical Leadership:** UNIMAS prioritizes ethical leadership in our governance practices, with oversight from the Institute of Sustainable and Renewable Energy (ISuRE), the University Sustainability Centre (USC), and the Registrar's Office. These committees ensure ESG compliance and promote ethical decision-making across all university functions. By monitoring sustainability initiatives and guiding practices related to resource allocation and stakeholder engagement, UNIMAS reinforce our commitment to integrity and build trust within the UNIMAS community.
- (g) **Transparency in Governance:** UNIMAS commits to upholding transparency in decision-making and ethical leadership. This includes open communication with stakeholders, adherence to international governance standards, and ensuring all governance activities are conducted with integrity and accountability.

## 8.5. Strategic Partnership and Stakeholder Engagement

UNIMAS is committed in engaging with a wide range of stakeholders, including students, staff, local communities, government agencies, and industry in order to shape and refine its ESG policy. Government, students, and industry are key stakeholders due to their high influence on and dependence upon the University's strategic direction. Administrative and academic staff are also crucial to the university's operations, while communities and strategic partners play a supportive role. Alumni, the public, and Non-Governmental Organisation (NGOs) are important contributors, whether directly or indirectly, to the overall ESG implementation.

To foster ongoing collaboration and feedback, UNIMAS will:

- (a) **Stakeholders Involvement:** Establish regular engagement with students, staff, local communities, and government bodies to discuss and shape our ESG strategies.
- (b) **Community and Indigenous Engagement:** Work closely with local communities, including indigenous groups, to co-develop initiatives that reflect their needs and aspirations, particularly in areas such as education, sustainable livelihoods, and cultural preservation.

## 8.6. Financial Commitment

UNIMAS is committed to ensuring the success of its sustainability efforts by allocating **5% of its annual operating budget** to support ESG initiatives. This financial commitment will enable the university to advance its environmental, social, and governance goals, ensuring ongoing progress in alignment with UNIMAS's sustainability vision.

## 8.7. ESG Reporting

ESG Reporting is a disclosure of ESG data, which shall communicate the commitment to sustainability and responsible practices to the stakeholders. This reporting shall provide insight into the institution's broader impact on society and environment. This report shall be the demonstration of UNIMAS to transparency and responsive practice, fostering trust and credibility to its stakeholders. The implementation of the reporting shall be as follow:

- (a) **Annual Reporting:** UNIMAS will publish an annual ESG report that provides a transparent account of the university's sustainability performance. This annual ESG report will be made available to all stakeholders, including students, staff, and the public.
- (b) **Report Coverage:** The annual ESG report will cover specific sustainability metrics and data related to UNIMAS's operations unless otherwise stated. The content of the report will focus on the impacts of UNIMAS across the identified material topics.
- (c) **References and Guidelines:** UNIMAS follows the Global Reporting Initiative (GRI) principles, the FTSE4Good Bursa Malaysia Index standards, and the 17 SDGs and our own strategic frameworks, including the Strategic Plan 2021-2025, the UNIMAS Low Carbon Campus Roadmap 2030, and the UNIMAS Sustainability Master Plan 2021-2025. This ensures our alignment with global

standards, while promoting comparability and transparency in advancing our sustainability goals.

- (d) **Information Reliability:** All data included in the report is collected, verified, and validated internally by the respective departments. As part of our commitment to data quality, we continuously strive to improve data collection and analysis processes, ensuring the precision and integrity of future disclosures.

## **9. IMPLEMENTATION AND MONITORING**

- 9.1 UNIMAS will oversee the implementation of this Policy. Key performance indicators (KPIs) will be developed to measure our progress and ensure accountability. Regular reviews and updates to this Policy will be conducted to adapt to evolving best practices and regulatory requirements.
- 9.2 By adhering to this ESG Policy, UNIMAS aims to create long-term value for our stakeholders, contribute to a sustainable future, and enhance our reputation as a responsible corporate citizen.

## **10. CONTINUOUS IMPROVEMENT AND INNOVATION**

UNIMAS is committed to driving continuous improvement in our sustainability efforts through innovation and research. As part of this commitment, we will actively incorporate research on sustainability and ESG best practices into our strategies. Our support for cross-disciplinary research on renewable energy, biodiversity, and social justice will drive long-term sustainability. By fostering a culture of innovation, UNIMAS aim to keep our practices at the forefront of sustainability, benefiting both the university and the wider community.

## **11. LEGISLATIVE REFERENCE SOURCES**

The reference sources are as follows: -

- (a) Federal Constitutions of Malaysia 1957;
- (b) Universities and University Colleges Act (UUCA) 1971 (Amendment) 2009, 2012, 2019 and 2024 [Act 30];

- (c) Statutory Bodies (Discipline and Surcharge) Act 2000 [Act 605];
- (d) Constitutions of the Universiti Malaysia Sarawak 1998 (Amendment) 2010, 2012 and 2024;
- (e) United Nations Global Compact, Report on ESG, 2004;
- (f) Global Reporting Initiative, 1997;
- (g) UNIMAS Sustainability Master Plan 2021-2025;
- (h) UNIMAS Low Carbon Campus Roadmap 2030;
- (i) UNIMAS Strategic Plan 2021-2025; and
- (j) Any other instructions from time to time issued by the relevant authority.

## **12. REVIEWS AND AMENDMENTS**

This Policy is subject to change from time to time to remain in compliance with changes in Malaysian Laws, including the 1957 Federal Constitution; the Universities and University Colleges Act (AUKU) 1971, with amendments in 2009, 2012, 2019, and 2024; the Constitution of Universiti Malaysia Sarawak 1998, with amendments in 2010, 2012, and 2024; as well as government policies introduced through circulars, circular letters, or regulations issued by the Malaysian Government.

## **13. EFFECTIVE DATE**

This Policy becomes fully effective on the day it is authorised by the Universiti Malaysia Sarawak (UNIMAS) Board of Directors Meeting on XXX.