

## Diversity and Inclusion

### Why is this policy necessary?

This Policy is a Group standard that must be adhered to. The objective of this policy is to provide equal opportunities to all who apply for and who perform work for our organisation\* in an environment in which each is treated with dignity and respect and to ensure an appropriate diversity of skillsets and backgrounds to leverage the unique strengths of each person for our continued success.

### Key Principles

To ensure that the Business Units and Head Office have an effective approach in place to:

- Comply with local regulation
- Provide equality of opportunity
- Encourage suppliers to promote equality of opportunity
- Harness diversity and inclusion to help the organisation perform to its full potential.

### Policy Detail

Business Units and the Head Office will have clearly documented processes, and where appropriate a policy, in place to ensure diversity and inclusion are embedded in the culture of the workplace and that we:

- Comply with the statutory and regulatory requirements in the local labour market
- Provide equality of opportunity for all who apply for and who perform work for our organisation,\* irrespective of sex, race, age, ethnic origin, educational, social and cultural background, marital status, pregnancy and maternity, civil partnership status, any gender re-assignment, religion or belief, sexual orientation, disability or part-time/fixed-term work, and encourage the same standards from our recruitment and consultant suppliers
- Ensure appropriate diversity of experience, skillsets, cognitive and personal strengths and professional backgrounds where appropriate
- Ensure appropriate behaviour and effective management in the organisation
- Allow for reasonable adjustments to support people with special requirements

### Governance Framework - Attestation Requirements

- Business Units and Head Office will have clearly documented processes, and where appropriate a policy, in place to ensure diversity and inclusion are embedded in the culture of the workplace.
- Regular reporting to Group HR is required from all Business Units, including Head Office, via established processes and ad hoc requests, and immediate reporting of any significant issues likely to impact either positively or negatively on the BUs/Group's reputation as an employer as they arise.

\* this includes, among others, interns, apprentices, full-time and part-time employees, contractors, consultants, as well as executive and non-executive directors.