

HALLENSTEIN GLASSON HOLDINGS LIMITED (HGHL)

DIVERSITY AND INCLUSION POLICY

1. Policy Statement

- 1.1 Hallenstein Glasson Holdings Limited (HGHL) is committed to strengthening the culture of diversity and inclusion throughout its board, management team and business.
- 1.2 HGHL aims to build on an inclusive workforce and working environment in order to gain a competitive advantage and improve performance by attracting the best and most talented people.
- 1.3 HGHL is committed to providing equal employment opportunities to all qualified persons without discrimination or harassment.
- 1.4 HGHL values all its employees' backgrounds, views, experiences and capabilities as well as their beliefs, physical differences, ethnicity, gender, age, thinking styles and preferences.
- 1.5 This Policy applies to all HGHL's practices and policies relating to, but not limited to, recruitment, pay and benefits, training and development, promotions, restructures and terminations.

2. Policy application

- 2.1 This Policy applies to the board of directors, senior management and all employees of the HGHL group. Such persons are responsible for familiarising themselves with this Policy and ensuring their day-to-day activities are consistent with the principles and values it describes.

3. Measurable objectives

- 3.1 As part of HGHL's approach to diversity and inclusion, the Board will establish and separately record measurable objectives for assessing performance against this Policy (including for achieving gender diversity), which will form part of this Policy.
- 3.2 To ensure continued focus and prioritisation, the Board will assess HGHL'S performance against those objectives for the relevant period.
- 3.3 In addition, each year the Board will review (and reset if necessary) the measurable objectives for achieving and promoting diversity and inclusion.

4. How Policy objectives will be achieved

- 4.1 The objectives of this Policy will be achieved through:

- 4.1.1 ensuring that HGHL, its directors and management, culture and procedures promote and support the Policy objectives;
- 4.1.2 adding to and supporting the collective skills and experience of HGHL's employees;
- 4.1.3 the Board will establish measurable objectives for assessing performance against this Policy.

5. Responsibility for this Policy

- 5.1 The Board is accountable for this Policy and assessing the effectiveness of the approved strategies in the attainment of the objectives of this policy.
- 5.2 The Group CEO and the Senior Leadership Teams of each Group company are responsible for developing and implementing the strategies approved by the Board and reporting to the Board on progress.
- 5.3 All employees and contractors should be aware of this Policy and ensure adhering to the guidelines set out in decision making relating to the employment and appointment of employees, suppliers and contractors.

6. Reporting on Diversity

- 6.1. In order to ensure transparency and accountability, HGHL will disclose in its annual report:
 - 6.1.1 a summary of this Policy and progress made towards achieving the Group's diversity objectives;
 - 6.1.2 the relative proportion of females and males on the Board and in HGHL's senior management team; and
 - 6.1.3 comparative figures drawn from the previous balance date of HGHL of the gender composition of senior management and on the Board.

7. Review of this Policy

- 7.1 The Board will review this Policy as required but at least every 12 months.