

Jardine Matheson

Diversity and Inclusion Policy

As a diversified group of market leading businesses across Asia and around the world, we're a melting pot of skills, backgrounds, languages, cultures, and experiences. We believe a diverse and inclusive culture is better for everyone. Bringing individuals together is essential to the long-term success of our people, our business and the societies and economies where we operate.

We are actively working to build an inclusive workplace where everyone can succeed. A place people are able to bring their whole selves to work and where they feel they belong.

All employees, regardless of ethnicity, gender, age, sexual orientation, disability, background or religion, should be treated fairly and with dignity, should be given equal opportunities, and be valued for the contributions they make in their role. No form of bullying, intimidation, discrimination or harassment of others is tolerated. We believe in treating others in the same way you would expect others to treat you.

To build an inclusive workplace, we incorporate Diversity and Inclusion principles across our business and HR practices. This includes:

- Ongoing collaboration with our Group companies to ensure a set of inclusive working arrangements and policies to support Diversity and Inclusion
- Keeping our recruitment, promotion and retention systems fair and based on aptitude, merit and ability
- Active talent management and career support for our talent pools to provide equitable opportunities that will enable a diverse future pipeline of leaders
- Cultivate the right set of leadership behaviours through learning campaigns to ensure our people behave in a way consistent with the principles we have put in place

This is a Group-wide policy and is applicable to all Jardine Matheson employees. Group companies may develop their own Diversity & Inclusion Policies in accordance with the principles of this policy.