

DIVERSITY AND INCLUSION POLICY

Intent & Purpose

We regard our people as our most valuable resource and recognise that without our employees Springmount Services cannot exist. We are committed to creating and ensuring a diverse and inclusive work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of Springmount Services.

Diversity at Springmount Services refers to all characteristics that make individuals different from each other.

It includes characteristics or factors such as (but not limited to);

- religion, race, ethnicity, nationality, language, gender, sexual orientation and gender identity, marital or family status, disability, age or any other area of potential difference.

A diverse workplace is about the commitment to equality and the treating of all individuals with respect.

Operation and Incidence

Scope

This policy applies to all aspects of our operations.

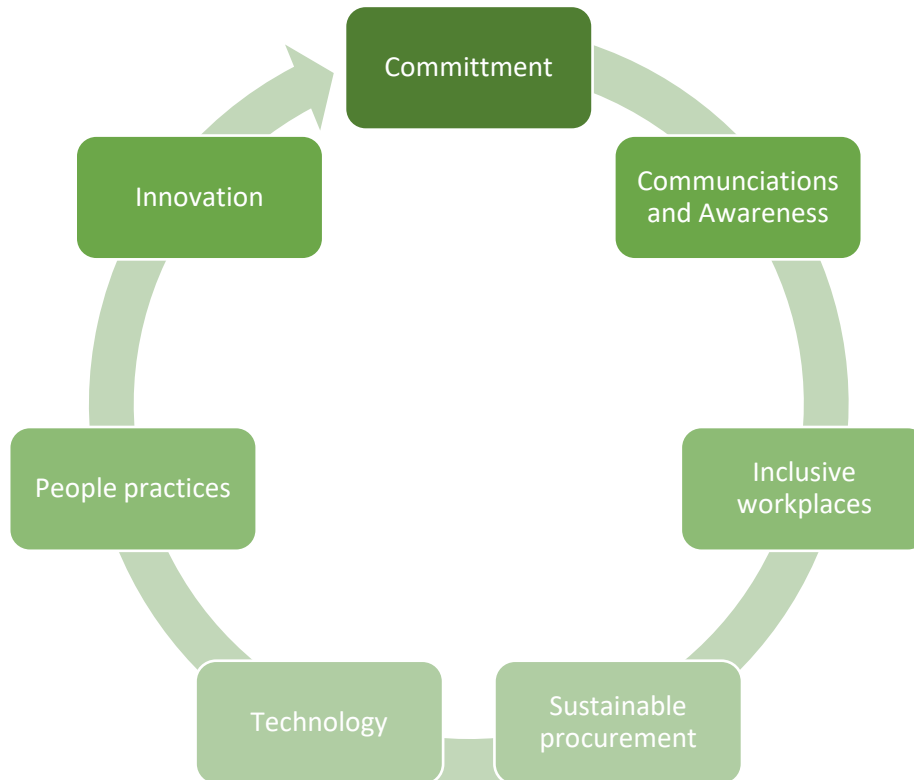
Principles

This policy sets out our approach to diversity and inclusion in the workplace and provides a framework to achieve our diversity and inclusion goals. We believe that our commitment to this policy contributes to achieving our objectives and embeds the importance and value of diversity and inclusion within the culture of the company.

We believe that the promotion of diversity on the executive, in senior management and within all levels of the company;

- broadens the pool for recruitment of high-quality people;
- drives employee retention;
- encourages more significant innovation and improve the quality of decision-making, productivity and teamwork;
- enhances customer service and market reputation; through a workforce that respects and reflect the diversity of our customers; and
- is in line with ethical corporate governance responsibilities.

Access and inclusion framework



Subordinate documents

Nil

RACI

Responsible	It is the responsibility of the GM Corporate Services to implement, maintain and communicate this policy.
Accountable	The final authority for this policy lies with the CEO.
Consulted	When making changes to this policy, a consultation should be carried out with the leadership team.
Informed	All changes to this policy should be communicated to all leaders.

Breach of The Policy

Breaches of this policy may be regarded as misconduct, leading to disciplinary action, which may result in termination of employment or engagement. An individual may also be exposed to criminal or civil liability for a breach of relevant legislation.