

Jardine Matheson

Inclusion, Equity & Diversity Policy

Jardine Matheson (Jardines) is an investment company dedicated to building a diverse portfolio of high-quality, scaled businesses in Asia Pacific. We believe a diverse and inclusive culture is better for everyone. We value the skills, backgrounds, languages, cultures, and experiences of our workforce. Bringing individuals together is essential to the long-term success of our people, our business and the societies and economies where Jardines and our portfolio companies operate.

We are actively working to maintain and enhance 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, religion, gender identity, family status or nationality, 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.

This Policy applies to everyone working for Jardines, including all employees and directors. Our portfolio companies, associated companies and joint venture partners are encouraged to adopt the Policy or incorporate its principles into their own policies where appropriate.

To maintain and enhance an inclusive workplace, we incorporate Inclusion, Equity & Diversity principles across Jardines and People & Culture practices. This includes:

- 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 lead to a robust pipeline of diverse leaders; and
- Cultivating 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 Policy has been endorsed by Executive Management and will be reviewed periodically and updated as required.