



## Diversity & Inclusion Policy

**At Kenmare, our actions are informed by our guiding principles: we care, we grow, we excel. We believe that diversity and inclusion help us to attract, engage and retain the best talent; adapt and respond effectively to the changing expectations of our stakeholders; and find and innovate solutions to business challenges, leveraging on the diverse viewpoints, skills and experience of our employees and stakeholders.**

To this end, Kenmare will:

- Treat all employees, customers, third-party service providers and business partners equally, regardless of gender, gender identity, civil status, family status, sexual orientation, religious belief, age, disability, race or ethnicity. Kenmare makes every employee personally accountable for upholding this value.
- Promote a culture that appreciates and respects the diversity of our people and leverages it as a strength.
- Be an inclusive organisation, committed to providing equal opportunities throughout employment, including in the recruitment, training and development of employees. Kenmare will also ensure that no job applicant, employee, third-party service provider or customer receives less favourable treatment on any discriminatory basis. Kenmare will continue to prioritise local employment commitments, in order to progress core elements of our sustainable development policies.
- Respect the various traditions and cultures that are represented in the workplace and in the communities in which we operate.
- Provide training and guidance to its employees on this policy.
- Encourage affinity or networking groups, such as the Kenmare Women's Forum, and encourage mentorship programmes.
- Target increased gender diversity in its workforce and at management and Board level and undertake initiatives to support this target actively.

- Publicly disclose data on workforce equality connected to gender and nationality.
- Endeavour to provide a working environment that is free from sexual harassment, harassment and bullying and where everyone is respected. Kenmare will ensure that any alleged wrongful behavior is investigated and support any individual who experiences sexual harassment, harassment or bullying in bringing such wrongful behaviour to a close.
- Treat allegations regarding potential breaches of this policy in confidence. Breaches of this policy will be investigated and dealt with in accordance with Kenmare's grievance and disciplinary processes.

Kenmare will ensure that employees understand and adhere to this Diversity & Inclusion policy. We will also ensure that third-party service providers (including contractors, suppliers, and business partners) are provided with this Diversity & Inclusion Policy and we will ask them to adhere to it.

The Diversity & Inclusion Policy is implemented by the Executive Committee and site leadership. The Sustainability Committee, and more widely the Board of Directors, has responsibility for overseeing Group-wide compliance with the Diversity & Inclusion Policy.

Effective date: 11 March 2020

#### Document revision control

Revision number	Page number	Change effected	Date of issue
1	All pages	First version	11 March 2020