

## **Diversity Policy**

### **Policy introduction**

This policy sets out the practices and commitment of the Company to achieving diversity in the workplace.

### **Policy objectives**

The policy assures all employees that they can feel safe and welcome in a workplace where each employee's individuality, culture, expertise and talents are respected and valued.

The Company recognizes that there is a lot of benefit in employing and harnessing a broad range of talents and experience and this policy assists the Company to maximize the chances of achieving its corporate goals.

### **Policy actions**

The Company aims to achieve the policy objectives by striving to do the following:

- employing well-qualified people from various backgrounds and cultures
- selecting candidates based on professional and academic qualifications, experience and positive attitude
- promoting a corporate culture which embraces diversity among employees, senior management and the Board, including recruitment of employees and directors from qualified candidates with diverse backgrounds and insights
- practising a corporate culture which not only embraces workplace diversity but also recognises that employees at all levels of the company may have domestic responsibilities
- achieve a good balance of male and female employees from different age groups and at various levels of seniority including at management and Board level
- annual assessment by the Board on the objectives and progress in achieving diversity in the workplace

### **Last Reviewed Date:**

This policy was last reviewed by Global Health's Executive Management Committee on 25 October 2021.