

Policy owner	Board of Directors, Delegat Group Limited
Date of publication	July 2018
Applicability	Delegat Group and its subsidiaries

Purpose

The core of this policy is the commitment to create a workplace that embodies the principle supporting diversity and inclusion including, but not limited to, gender, marital status, sexual orientation, age, race or religious belief and to provide equal employment opportunities. It is a values principle.

Delegat also recognises the competitive advantage of encouraging a culture within the Group that embodies Diversity and Inclusion in the expectation that this will contribute to better engagement, creativity and a better understanding of Customers. The policy applies to all positions and activities within the Group including the Board of Directors.

This policy will be reviewed regularly to monitor the achievement of measurable objectives aligned with contemporary standards and the Group's procedures and practices.

Objectives

To ensure the work environment enables and promotes inclusiveness and is free of any discriminating policies and enables the development of a culture focussed on diversity that will attract and retain a broad talent chain to further the Group's business performance and to be mutually beneficial.

Responsibilities

- The Board has delegated to the Remuneration Committee the task of reviewing and recommending to the Board, the Group's measurable objectives for achieving diversity (including gender diversity);
- The Board is to approve the measurable objectives for achieving diversity recommended by the Remuneration Committee and will assess annually both the objectives and the Group's progress in achieving them;
- Management to commit to this policy and to make aware to all staff, within their management, the requirements of the policy;
- The Group People and Performance Manager (through the Managing Director) to report to the Remuneration Committee against the Board approved objectives on an annual basis;
- At the end of each reporting period, the Company will report on how the Group is tracking against its diversity policy.