



Group Diversity Policy



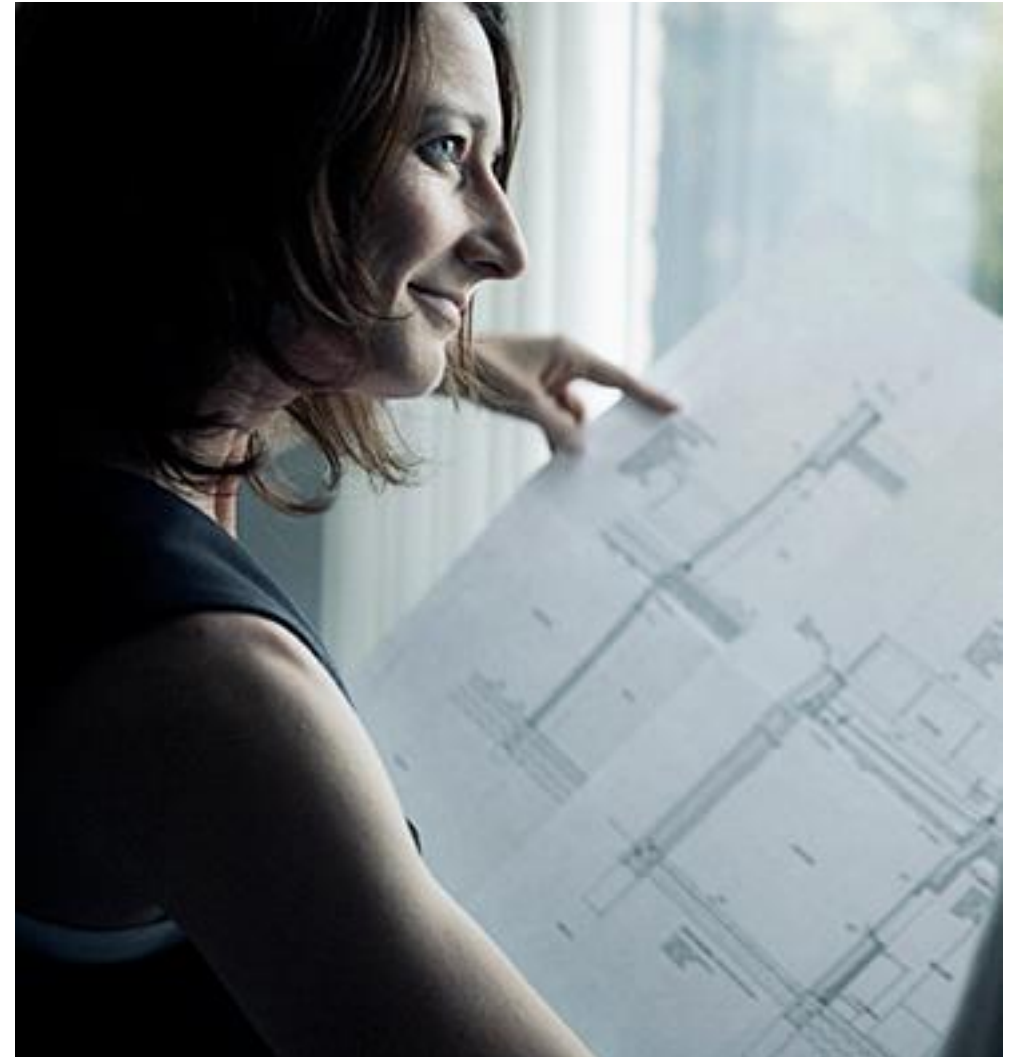
Purpose

In support of H+H's commitment to behave responsibly in the market place, H+H has adopted a Diversity Policy which is consistent with the H+H Code of Conduct describing the principles of how we do business in accordance with the rules and regulations in the countries within which we operate, acting with integrity and high ethical standards.

H+H recognises the advantages of diversity, values its diverse workforce and believes in the equality of people. We expect all our employees to respect the varied backgrounds, skills and cultures of others and are committed to providing equal opportunities in employment decisions, based on individuals' qualifications, without unlawful discrimination.

Scope

This Diversity Policy applies to all H+H employees and H+H activities within all H+H entities, including but not limited to external and internal recruitment, promotion, development opportunities and any other personnel decisions.



Diversity principles

At H+H, we are committed to being a reputable and responsible business partner wherever we operate. We also recognise that diversity is a key competitive advantage and important to achieving success in a global environment. Therefore, H+H encourages diversity at all levels of the organisation, without compromising on competence, qualifications and quality. Our commitment to promoting diversity and inclusion shall be reflected in all aspects of our daily actions, relations and communication with all employees, customers, and business partners.

H+H seeks to be an attractive workplace for people with varied backgrounds, skills and cultures. We are committed to providing equal opportunities in employment and always hiring the most qualified candidate when we recruit, whether internal or external. Our aim is to recruit from a diverse mix of cultures, backgrounds, skills, expertise and experience to create a dynamic organisation that continues to advance the H+H group in line with its strategic objectives. We also believe that all individuals should have the same rights and opportunities and do not discriminate against any individual on the basis of race, gender or gender identity, age, national origin or citizenship, religion or belief, political conviction, sexual orientation, marital status, pregnancy and maternity, disability or genetic information or any other legally protected categories.

At H+H, we endeavour to ensure that all employees have equal opportunities for developing themselves, furthering their careers and for attaining and occupying management positions according to their capabilities and qualifications. We strive to eliminate both intentional and unintentional discrimination that limits the diversity of our workforce. We will not discriminate because of any unlawful or irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.



Every H+H manager is responsible for fostering an inclusive and open working climate where diversity can be embraced. Each H+H entity is responsible for prioritising activities that promote diversity and inclusion in accordance with local legal requirements and our strategic priorities. All H+H employees are responsible for behaving in a manner that is consistent with the values expressed in this Diversity Policy and the H+H Code of Conduct.

Discriminatory behaviour by H+H employees may have a significant adverse effect on H+H's business and reputation. Infringement of discrimination laws can result in severe consequences for H+H and its employees.

All H+H employees are encouraged to report any behaviour which is not in accordance with this Diversity Policy to their line-manager, local management or Group Legal. Reports can also be filed through our online whistleblower system (available via all H+H websites).

Any reports of breaches of this Diversity Policy will be fully investigated. No person shall be victimised for raising a matter under this policy and retaliation against anyone making a complaint will not be tolerated. However, maliciously making a false allegation is a disciplinary offence.

