



Diversity and Inclusion Policy



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1. Definitions of Terms

“Diversity” means All the ways in which people differ, including but not limited to visible and underlying cultural and thinking styles.

“Inclusion” means making each employee feel valued for what they bring and contribute to FTG Group.

“Disability” refers to physical, sensory, mental or other impairment, including any visual, hearing, learning or physical incapability, which impacts adversely on social, economic or environmental participation.

“Discrimination” means to accord different treatment to different persons solely or mainly as a result of their race, ethnicity, gender, marital status, age, disability, religious belief or personal political affiliation and includes using words, gestures or caricatures that demean, scandalize or embarrass them.

“FTG Group” refers to FTG Group refers to FTG Holdings Limited and its Subsidiaries and entities in which FTG Group has an interest.

2. Purpose

The purpose of this policy is to create and sustain an environment that attracts and retains the best diverse talent. This will increase productivity by fully engaging every employee and earning the Group the mandate to operate and grow.

3. Policy Statement

FTG Group will create and sustain an environment that is based on merit, equality and inclusion which will attract and retain diverse talent, where each employee can maximize their full potential regardless of their race, ethnicity, gender, marital status, age, disability, religious belief and personal political affiliation.

4. Scope

This policy shall apply to all employees of FTG Group.

5. Key Principles

- The Group will embrace diversity and inclusion as a long-term commitment as an integral part of achieving the Group's strategic plans and growth in the diverse markets in which it operates.
- The Group will create and sustain an inclusive and high performing culture through living the corporate values, promoting the right behaviors and sustaining meritocracy.
- The Group will create and sustain a level playing field by providing a work environment where all employees have the opportunity to maximise their personal potential.
- The Group is committed to delighting all its customers and strongly affirms that this can be better achieved by a workforce that values and reflects the diversity in its operating environment.

6. Roles and Responsibilities

6.1 FTG Group Board

- Review and approve this policy.
- Review key issues arising from this policy.

6.2 FTG Group Chief Executive Officer

- Ensure that this policy is implemented across FTG Group.

6.3 Subsidiary General Managers

- Include diversity and inclusion as part of the country/subsidiary KPI items.
- Develop and recommend the diversity and inclusion strategy to the country/subsidiary board.
- Recommend the diversity and inclusion budget to the country/subsidiary board.
- Review diversity and inclusion matrices for country/subsidiary as per the HR Key Performance Indicators.

6.4 Group Human Resources Function

- Co-ordinate the implementation and observance of this policy.
- Educate line managers and employees on this policy.
- Develop, maintain and review diversity and inclusion matrices.
- Analyse and recommend to the Group CEO the issues as per the diversity and inclusion matrices.

6.5 FTG Group Employee

- Comply with this policy.
- Reporting any diversity issues or discriminatory acts/omissions that come to their attention.

7. Relevant Legislation

This policy will take cognizance of statutory and regulatory requirements of the countries in which FTG Group operates.

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	Authority:	FTG Group Board	Policy Owner:	Group Chief Executive Officer