



Diversity Equity & Inclusion Policy

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The CPL Group of Companies is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

We value our employees and the collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that they invest in their work represents a significant part of not only our culture, but our reputation and company’s achievement as well.

We embrace and encourage our employees’ differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our employees unique.

The CPL Group of Companies diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; career development and training; promotions; transfers; social and recreational programs; separations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of the CPL Group of Companies have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company’s diversity policy and initiatives should seek assistance from the People and Culture Department.

The People & Culture Team will provide training and awareness on an annual basis to all employees.

Issued By GM People & Culture Catherine Tawali	Approved By Chief Executive Officer Navin Raju
5/2/24	5/3/2024