

Diversity Policy

1. Purpose of the Policy

Mpower Group Limited (**MPower**) values the competitive advantage of a diverse workforce and recognises that people are its most important asset. Mpower is committed to maintaining and promoting a corporate culture which embraces workplace diversity.

The Board is committed to workplace diversity, with a particular focus on supporting the inclusion at all levels within Mpower regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, education, religious beliefs, culture background, socio-economic background, perspective, and experience.

Diversity is an imperative part of Mpower's ability to attract, retain and develop the best talent promoting an environment conducive to the appointment of well qualified employees, senior management, and board candidates so there is appropriate diversity to maximise the achievement of corporate goals.

2. Scope

This policy applies to all Mpower directors, employees, contractors engaged in activities under Mpower's operational control and should be read in conjunction with the Mpower Code of Conduct Policy.

3. Application

Mpower is committed to diversity and seeks to:

- Ensure recruitment and selection practices at all levels (from the board downwards) is appropriately structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates.
- Provide a workplace that is free of discrimination, harassment, bullying, vilification, and victimization. This means providing and promoting an environment that does not condone or tolerate inappropriate workplace and business behaviour.

4. Who is responsible for the Policy?

The MPower Board has overall responsibility for:

- approving this policy;
- periodically reviewing the Diversity Policy to ensure that it meets the Company's needs.

The Chief Executive Officer has primary day-to-day responsibility for implementing this policy, and for monitoring its use and effectiveness and dealing with any queries on its interpretation.

5. Monitoring and review

The Chief Executive Officer will monitor the effectiveness and review the implementation of this policy, considering its suitability, adequacy, and effectiveness. Any improvements identified will be made as soon as possible after the Board of Directors has approved the changes.

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