

Multiplant Holdings and its controlled entities (Multiplant and KMJV) provide a workplace that is inclusive and encourages employment of people from minority groups, creating a space for opportunity and support.

Multiplant recognises its diverse workforce as a competitive advantage. Our success is a reflection of the quality and skill of our people. We recognise that each employee brings their own unique capabilities, experiences, and characteristics to their work.

We believe in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their potential within the workplace, regardless of their differences.

Diversity encompasses differences in;

- ❖ Ethnicity;
- ❖ Gender;
- ❖ Language;
- ❖ Age;
- ❖ Sexual orientation;
- ❖ Religion;
- ❖ Socio-economic status;
- ❖ Physical and mental ability;
- ❖ Thinking styles; and
- ❖ Education.

We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

It includes separate action plans for each diversity group with tailored initiatives designed to increase the representation of people from diverse backgrounds at all levels across the Department, and ensure our staff experiences a sense of belonging and inclusion at work.

We are committed to achieving diversity through;

- ❖ Recruitment
- ❖ Career development and promotion
- ❖ Community programs
- ❖ Diversity bodies
- ❖ Diversity practices

Managing Director:  \_\_\_\_\_ Date: 09 / 05 / 2024