



Diversity Policy

AJ LUCAS GROUP LIMITED (AJL) is committed to fostering an inclusive workplace and company culture which embraces and promotes diversity. This means a workplace where individuals of different backgrounds and perspectives are welcomed, encouraged and provided with the opportunity to contribute to their full potential and where their diverse experience is valued. Further, the Company is committed to providing an environment where all AJL employees, contractors and staff are treated fairly, with respect and are free from discrimination, harassment, bullying or victimisation.

Diversity at AJL acknowledges all types of differences including gender, age, marital status, disability, religious or political beliefs, sexual orientation, race or national or ethnic origin.

The Company believes that the more diverse a workforce is, the greater the range of ideas and capabilities available to it, and thus the greater the opportunity to generate creative and innovative ideas and solutions for customers and thus enhance shareholder value.

AJL's commitment to diversity forms part of our merit-based workplace, dedicated to creating an environment where people are rewarded based on performance and commitment to the Company's Code of Conduct. Our commitment applies to all phases of the employee lifecycle, including recruitment and selection, professional development and training, career progression, reward and remuneration.

AJL will continue to work on strategies which will encourage increasing diversity in our workforce and support our commitment to equal opportunity employment.

Accountability for this policy will be held by the Board and the Executive Leadership Team. As such, the Board and the Executive Leadership Team have a responsibility to ensure the development of initiatives promoting diversity and equal opportunity across AJL.

This document is subject to periodic review and change. Every effort will be made to inform employees of any amendments to the Diversity Policy; however it is the employees' responsibility to keep up to date with any updates or additions to this Policy.

All employees, contractors and visitors are responsible for compliance with this policy within their area of operation.

Chief Executive Officer
AJ LUCAS GROUP LIMITED
Date of issue: