

## MNF Group Diversity Policy

### Diversity Vision

MNF Group recognises its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. The company is committed to seeking out and retaining the best person for each role to ensure top business growth and performance.

Diversity management benefits individuals, teams, our company as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value and we are committed to such diversity at all levels of the company.

MNF Group believes in treating all people with respect and dignity. We strive to create and foster a supportive environment in which all individuals realise their maximum potential within the company, regardless of their differences. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diversity of our workforce positions the company to anticipate and meet the needs of our diverse customers, both domestically and internationally, providing innovative high quality products and services.

MNF Group's diversity encompasses differences in cultural background, gender, language, age, marital or family status, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, 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.

### Recruitment, Career development and promotion

Embracing diversity gives us the ability to attract and retain employees from the widest possible pool of available talent.

We strive to structure our recruitment and selection practices at all levels so that a diverse range of candidates is considered and to avoid any conscious or unconscious biases that might discriminate against certain candidates.

MNF Group rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in conducting performance reviews to ensure that employees are treated fairly and evaluated objectively. MNF Group reviews pay equity as part of its remuneration review process.

### Company programmes

MNF Group does not tolerate racism, ageism, sexism or other forms of discrimination, harassment and bullying. We know that like every organisation and society as a whole, we need to guard against them. We have clear reporting procedures for any behaviour of that kind combined with follow-up procedures to prevent future incidents. We conduct regular training for all managers and employees.

MNF Group recognises that most employees have domestic responsibilities of one kind or another. If circumstances require, we adopt flexible work practices whenever we can to help them meet those responsibilities.

### Measurable Objectives

The Board sets measurable objectives for achieving gender diversity. On an annual basis, the Board assesses the objectives and reports on the company's progress in achieving them.