

Group Diversity and Inclusion Policy

Issue number:	01
Owner:	Market Heads, Market Leadership teams, Group and Market Human Resources
Approved by:	ESG Committee
Approval Date:	January 21, 2021
Effective Date:	January 21, 2021

1. Objectives

Vitasoy International Holdings Limited (“the Group”) is committed to cultivating and preserving a diverse and inclusive workplace where everyone feels respected. We encourage our employees to embrace diversity in a safe and positive environment. We believe that nurturing a diverse and inclusive environment is fundamental in unleashing employees’ full potential, and in encouraging innovative and diverse thinking which are important in engaging employees and staying customer focused. All employees shall treat others with dignity and respect at all times and demonstrate behaviours that reflects inclusion at work and all work-related functions and activities.

This policy consists of a set of general principles of diversity and inclusion to provide an overview of expectations and requirements for all employees to ensure that diversity and inclusion are upheld across our operations. As part of the holistic approach of our sustainability governance, this Policy complements our Group Fair Labour Practices Policy and Group Anti-discrimination and Anti-harassment Policy.

2. Scope

The Group Diversity and Inclusion Policy applies to all employees of the Group including subsidiaries and joint ventures over which the Group has management control.

3. Principles and Requirements

This Policy expresses our commitment to creating a culture of inclusiveness and mutual respect between employees of different characteristics, such as nationality, race, gender, age, religions, political beliefs, sexual orientation, disability, marital status, or family responsibilities.

To achieve a diverse and inclusive workforce, we support the following practices:

3.1 **Workplace**

Complying with local legislations is a minimum requirement. We ensure our employees clearly understand the relevant legislation and strictly adhere to respective requirements and practices. We strive to build a diverse and inclusive workplace by:

- Regularly reviewing our workforce profile to identify gaps and make improvements wherever possible and applicable
- Engaging with employees to collect feedback on their work experience
- Actively seeking opportunities to benchmark international best practices and improve workplace culture

3.2 Inclusive Employment Opportunity

We focus on attracting, retaining, and developing our employees to their full potential, encouraging diverse thinking, and integrating inclusive behaviors into every aspect of our work. We strive to:

- Cultivate a diverse and inclusive workforce through hiring candidates based solely on their competencies and alignment to Vitasoy's values
- Remove barriers to equal opportunity in all aspects of the employment relationship including hiring, promotion, assignments and compensation
- Develop recruitment programmes with innovative and flexible job opportunities to cater for both company needs and diverse need in the local communities
- Achieve gender pay equity by eliminating gender, race and any form of discrimination when establishing and maintaining the staff compensation and benefits system. The value of work is assessed in terms of skills, knowledge, responsibility and contribution under a fair and transparent process

3.3 Gender Diversity

We are committed to being accountable for gender diversity.

We are committed to providing equal opportunities for professional development and advancement.

Our aim is to progressively increase gender representation in our leadership roles. We are working towards and maintaining a gender balanced workforce which will enable us to operate with a better understanding of a diverse consumer market.

4. Grievance Procedure

We want to create a workplace culture with open and honest communication. We continuously educate our employees to use the channels of communication listed in the Staff Handbook and through the Group's Whistleblowing Policy to air their concerns.

5. Implementation

Responsibility for implementing this policy lies with the Market Heads, Market Leadership teams, Group function heads and Group function leadership teams.

6. Review of the Policy

The ESG Committee will conduct a periodic review on this Policy every three years and whenever deemed necessary.

- End -