

PEOPLE POLICY

Our people are our priority. We are committed to developing our people to ensure their career success, bringing about immediate and long-term benefits to the organisation and other stakeholders, and ensuring a sustainable future for the group.

We will treat our people with respect, dignity, and fairness.

Furthermore, we endeavour to attract, develop and retain qualified, creative, and innovative people by:

- Providing a safe and attractive workplace through our values, social responsibility, ethical business practices, and business success;
- Ensuring that our people have a clear understanding of our vision, mission, values, and policies governing our business;
- Ensuring that our people have a clear understanding of our stakeholders' wishes, needs, and expectations;
- Ensuring that our people are challenged by realistic goals and empowered to make the necessary decisions;
- Supporting our people's needs and expectations in developing and enhancing their skills, knowledge, qualifications, and careers;
- Attempting to offer our people fair remuneration, attractive employment terms, and a safe work environment; and
- Developing an organizational structure that encourages the enhancement of people's capabilities and creating a corporate climate that will stimulate their full potential as individuals as well as a team within the group.

Most importantly, we will strive to give full meaning to the work and efforts of all our people, which ultimately translate into strong value contributions that will benefit the community and society as a whole.