

HERMANA

EQUALITY AND DIVERSITY POLICY

HERMANA IS COMMITTED TO PROMOTING A CULTURE THAT VALUES PEOPLE

We are all equally responsible and accountable for:

1

Promoting equality and diversity, and a discrimination-free work environment

2

Promoting a respectful, positive, and harassment-free work environment

3

Promoting equal opportunity throughout the organisation

We achieve this through:

Clear and understandable policies and procedures setting out acceptable vs unacceptable behavior

Open dialogue throughout the company making everyone comfortable bringing up issues

Processes for recruitment, development and promotion designed to ensure equal opportunities

Zero tolerance of discrimination or harassment, and potential termination for anyone violating this policy

Annual training for employees in key policy requirements and related processes

Monitoring recruitment and promotion processes and annual employee surveys