



DIVERSITY & INCLUSION POLICY

Winslow Group are committed to providing a workplace which promotes innovation and creativity through our diverse and inclusive employee base.

Winslow Group aims to ensure that all those participating in our workplace are treated with respect, dignity and fairness and creating an environment which promotes positive work culture.

This policy is designed to ensure that all employees and other relevant stakeholders understand our commitment to recognize the value of diversity in our workplace supported through equal employment opportunities and ensuring a work culture that promotes equality without any discrimination.

Through this policy, we believe that we are able to deliver the best solutions to challenges and deliver sustainable value for Winslow Group and its relevant stakeholders.

This policy also reinforces our commitment to providing equality and fairness to all our employees and embracing workforce diversity - age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation, physical ability.

Towards this end, we are committed:

- To create an environment in which individual and team contributions are recognized and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that are in breach of this policy.
- To create training, development and progression opportunities to all employees within the organization.
- To promote equality in the workplace, which we believe is good management practice and critical to the overall success of the organization.
- Creating relevant policies and procedures addressing fairness at all times.
- Respecting stakeholder Diversity & Inclusion - developing strong and sustainable relationships with diverse shareholders, communities, employees, regulators, customers and suppliers.
- Identify and breakdown systemic barriers to inclusion by embedding diversity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the outcomes.

All employees of Winslow Group are required to comply with this policy and promote fairness in the workplace and any employee found to be in breach of this policy will be disciplined and may include termination of employment.

TREVOR LOCKWOOD
Chief Executive Officer

Date: 01/07/2022

