



Diversity & Inclusion Policy

T&G is committed to building a culture that promotes and values diversity and inclusiveness.

The purpose of this Policy is to clearly communicate that commitment; enabling and supporting a diverse and inclusive workplace, for all employees and Directors of T&G Global Limited (the Company) and all its majority-owned subsidiaries (together T&G).

Furthermore, the principles of this policy shall be applied in all negotiations and contract reviews between T&G and its customers, suppliers, partners and any other contractors.

Diversity and Inclusion

Inclusion

Inclusion is a sense of belonging, where people feel valued, respected & encouraged to fully contribute in a safe and supportive environment.

Diversity

Diversity means respect for and appreciation of differences among people, including but not limited to differences in gender, age, ethnicity, disability, race, religion, cultural background, education, geography, nationality, sexual orientation, family responsibilities, work style, work experience, personality or thinking style. Diversity exists within our staff and potential employees and in our customers, consumers, partners, suppliers and other stakeholders.

T&G's Commitment to Diversity and Inclusion

Diversity in our people reflects the diversity in our customers and consumers, and supports us to create a global business perspective, thereby improving business performance, innovation, creativity and brand reputation. By embracing diversity and inclusion we encourage people to bring their whole selves to work; delivering a more engaged workforce that deliver improved efficiencies and productivity.

We are committed to:

- Attracting, selecting, developing, promoting and retaining a diverse group of employees. We will avoid practices that are discriminatory or exclusive.
- Creating a safe environment where uniqueness and differences are valued and accepted ensuring unlawful discrimination, bullying, harassment and victimisation are not tolerated.
- Creating a common understanding of diversity and inclusiveness at T&G.
- Establishing diversity initiatives and measuring their success over time.

T&G will establish measurable objectives for achieving diversity and inclusion and will assess both the objectives and its progress on an annual basis.

Roles and Responsibilities

- All employees have a collective responsibility and individual roles to ensure this policy is successfully implemented.
- Board Sponsorship – The Board recognises the importance of diversity and inclusion and supports T&G's commitment to the implementation of our Diversity and Inclusion policy.
- Executive Ownership – Our Diversity and Inclusion policy is owned by the T&G Executive Team. The Executive Team will sponsor & support the education and development of all diversity and inclusion initiatives.
- People Leaders – Our People Leaders shall be familiar with T&G's commitment to diversity and inclusiveness and they will be capable of enhancing and leveraging diversity and inclusiveness in their work area.
- All T&G people shall act in a way that promotes T&G's commitment to diversity and inclusion. We encourage our people to participate in diversity activities and provide feedback about initiatives which will improve our approach to diversity and inclusion in the workplace.

Authorities

Executive Team Member, HR Business Partner.

Further Information

Please contact your People & Culture representative.

This policy is in full accordance with the Inclusion & Diversity Policy of BayWa Group