

## Tyman Diversity & Inclusion Policy

Tyman is committed to building a diverse workforce and engendering an inclusive working culture. The strength and diversity of our workforce is our most valuable asset. We know that diversity of background, experience and thought enriches our decision making and makes our business better. We recognise that we each have a role to actively seek and value the views and unique contributions of others. A genuinely diverse and inclusive culture is fundamental to our ability to deepen our expertise and never stop growing.

Our ambition is for our workforce to be truly representative of all sections of society, and for each employee to feel valued, respected and supported in bringing their authentic self to work without fear or consequences, regardless of any characteristic such as race/ethnicity, colour, age, disability, gender, gender reassignment, gender identity or expression, marital status, sexual orientation, religion/belief, pregnancy/maternity or other characteristics protected by law.

The Group Chief Executive has overall accountability for our Diversity & Inclusion Policy across Tyman's global operations. Each division President is responsible for implementing the policy in their business, including providing effective leadership, allocating requisite resources and ensuring the requirements of this policy are met.

Achieving excellence in our diversity and inclusion performance is a collective responsibility and leaders at all levels are expected to engage their teams to identify opportunities for improvement and recognise good practices. Every Tyman employee is responsible for following The Tyman Code and for addressing or reporting any non-compliance to this, whether witnessed or experienced.

All Tyman businesses commit to:

- Ensuring that all employees are trained in The Tyman Code and relevant policies including our Diversity & Inclusion Policy
- Raising awareness about diversity and inclusion amongst our workforce through training and other events
- Conducting regular diversity and inclusion awareness training for all management and supervisory roles
- Ensuring that all our business partners respect our values, know the standards of behaviour we expect and are made aware of our Diversity & Inclusion Policy
- Integrating diversity and inclusion best practices into how we work and do business, ensuring that local policies reflect our role as a socially responsible employer and support our ambition as stated above
- Ensuring all decisions involving people (including recruitment, people development, promotion, business partner selection) are made based on objective assessment that reflect talent, engagement and achievement and are not subject to any form of bias
- Establishing a strategy and set of action plans to proactively improve the diversity of our workforce and inclusiveness of our culture, ensuring that these plans are integrated into annual planning processes and appropriately resourced
- Soliciting our employees' views on a regular basis and use this input to adjust our action plans as required
- Maintaining data collection systems to track the diversity of our workforce
- Thoroughly and independently investigating any reports from employees who believe they have suffered from or witnessed discrimination taking appropriate action where required.