

Diversity and Inclusion Policy

This policy sets out CMA's expectations around the behaviours needed for an inclusive and diverse workplace. CMA is an equal opportunity employer and does not discriminate on the grounds of age, gender, race, national or ethnic origin, language, religion, political beliefs, sexual orientation, or physical ability.

We believe Inclusion and Diversity is everybody's business, it is the right thing to do, and it is imperative for the long-term sustainable success of our business. Inclusion and diversity enable us to:

- Challenge and innovate to achieve the best solutions and ideas by enabling us to tap into the diverse perspectives, experiences and knowledge of our workforce and wider stakeholders.
- Support our people to reach their full potential by providing a workplace where people are comfortable to be themselves and feel supported to perform at their best.
- Optimize resources and manage risk by working collaboratively and eliminating structural and cultural barriers.
- Deliver strong performance and growth by being able to attract, engage and retain diverse talent.

We all play a role in supporting inclusion and diversity and taking personal accountability for our behaviour and contribution.

All of our employees, directors, contractors and partners are responsible for:

- Acting with integrity and respect and otherwise in accordance with our company values.
- Role modelling the behaviours through everyday actions.
- Recognizing our own personal biases that may cause us unintentionally to exclude and work hard to overcome them.
- Actively supporting inclusion and diversity in our teams and work environments.
- Acting as inclusion and diversity champions – advocating and supporting initiatives and programmes.
- Contributing to creating an environment where everyone feels respected, valued, and supported to perform at their best.
- Speaking up if others appear excluded.

We work hard to develop systems and processes that are free from bias, enable flexibility and are designed to attract, retain, and reward diverse talent and inclusive leaders. Wherever we operate, we are committed to developing and supporting productive, mutually beneficial, and long-term relationships with local communities, suppliers, and partners.