

# Diversity Policy

MM Brands is committed to promoting a diverse and inclusive workplace culture that enables all our people to work to their full potential. A diverse workforce brings a broad range of skills, experience and views that allow us to provide the best customer experience and represents the communities in which we operate.

Our commitment to diversity and inclusion is supported by:

- Fostering a culture that promotes personal achievement and is based on fair and equitable treatment of all employees, irrespective of gender, age, ethnicity, cultural background, religion, physical and mental ability, sexual orientation, gender identity or political beliefs.
- Ensuring our people are hired and promoted on the basis of their professional capabilities, knowledge and ideas.
- Providing a positive working environment that is free from any kind of discrimination or harassment and is based upon respect for all individuals, inside and outside the organisation.
- Ensuring we have clear reporting processes and procedures to resolve complaints and disputes in a fair and timely manner.

John Alexander  
Country Manager