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## **PEMBA**

### **DIVERSITY, EQUITY AND INCLUSION POLICY**

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## **POLICY BRIEF & PURPOSE**

Pemba recognises that the richness of our workforce is integral to our success. Our commitment to fostering an environment of equitable opportunity and inclusion, free from discrimination, harassment, vilification, or any inappropriate behaviour, is paramount. This not only safeguards our talent but also shields us from potential reputational damage, financial implications, and regulatory repercussions.

## **CONTEXT**

This policy extends across all Pemba employees. The ESG Manager oversees the Diversity, Equity, and Inclusion (DEI) Policy, ensuring timely updates for all staff.

Pemba advocates for:

- A workforce mirroring the diversity of the communities we operate in
- Equitable processes enabling every individual to realise their full potential.
- An inclusive environment where each member can authentically contribute.
- We take workplace behaviour seriously, backed by comprehensive policies to address concerns and complaints promptly, confidentially and fairly.

## **SCOPE**

### **Workforce diversity**

Diversity at Pemba means embracing individuals with unique characteristics, fostering a mix of identities, experiences, and thoughts. Our dedication to workforce diversity is pivotal to remaining contemporary, relevant, and sustainable.

We are committed to building a workforce reflecting all dimensions of diversity and intersectionality, cultivating a multitude of perspectives and supporting opportunities for under-represented individuals.

### **Equity**

Equity in our workplace signifies tailoring support to individual needs for success. Unlike equality, which treats everyone the same, equity recognises diverse starting points, aiming to level the playing field. Pemba is dedicated to removing barriers, valuing differences, and providing fair support based on individual circumstances.

Our culture of equity ensures fairness in outcomes, creating opportunities for all staff to showcase their skills and capabilities.

### **Inclusion**

Inclusion entails valuing and embracing each person's uniqueness, fostering an environment where all employees feel safe, accepted, and a sense of belonging. At Pemba, we aim to ensure that diversity does not impede career success; instead, we leverage our differences to achieve common goals.

## Roles and responsibilities

All staff at Pemba are accountable for:

- Contributing to Pemba's respectful and inclusive culture
- Valuing diversity and appreciating the ideas and perspectives of others
- Reporting non-inclusive behaviour to the ESG Manager

Senior Management Team (SMT) responsibilities include:

- Ensuring a safe working environment by treating everyone with respect and trust
- Modelling inclusive behaviours and promptly reporting any harassment, victimisation, discrimination, or retaliation of which they become aware to the Compliance and or ESG Manager
- Together, uphold Pemba's commitment to diversity, equity, and inclusion, fostering a workplace where every individual can thrive

<b>DOCUMENT AND VERSION CONTROL</b>	
Version 1	DEI policy. Approved by SMT 22 February 2024