

MASOOD TEXTILE MILLS LIMITED

Diversity, Equity & Inclusion Policy

Purpose

To establish an Organizational environment which creates a culture of equity, inclusivity, and belonging for all Employees through targeted initiatives and interventions.

Scope

Diversity, equity and inclusion are three interconnected concepts that work together to promote healthy communities and places of work free of stereotyping and mistreatment. This policy applies to all Employees.

Diversity & Inclusion Undertakings with respect to Gender

In addition to the basic measures taken to drive diversity and inclusion, the Company will also proactively undertake the following with respect to Gender diversity and inclusion:

Policy Statement

The Masood Textile Mills Limited is actively committed to promoting equal opportunity and strives to support Employees to achieve their full potential in an environment where diverse identities, behaviours, experiences, skills, and interests are respected and valued.

The Company promotes inclusive practices that support the successful participation of all Employees at the work place and strive to enhance the workforce representation of under-represented diversity groups and intersecting identities.

The Company is actively committed to equity and the prevention of Discrimination, Bullying, Harassment, Victimisation and Vilification in the workplace, and will take all reasonable steps and actions to ensure that

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Employees are treated fairly, and in accordance with the Company's Code of Conduct Policy.

Principles

The Company is committed to creating an environment that supports, reflects, and promotes equitable and inclusive behaviours and practices, and will endeavour to:

- foster a Company's culture which values and responds to the rich diversity of its community;
- provide an inclusive and flexible environment for Employees by identifying and removing barriers to equitable access, participation and progression in employment so that all Employees have the opportunity to fully contribute to Organization;
- ensure that Employees are aware of their rights and their responsibilities.
- build knowledge and capability that enables leaders to demonstrate a clear and visible commitment to providing a safe and inclusive workplace;
- use non-discriminatory and inclusive language;
- develop proactive and meaningful plans and programs to increase access and promote success in employment for designated under-represented groups in order to overcome disadvantage and bias;
- ensure that all Employees have fair access to benefits and services in an equitable manner;
- consistently update and support the knowledge, skills, and practices of Employees and Supervisors to encourage and ensure equity and inclusion; and
- develop and promote processes that support the active prevention of discrimination, bullying, harassment, vilification, and victimisation, and provide effective mechanisms to resolve complaints if and when such matters occur.

To support this commitment, the Company will:

- proactively seek to build a workforce that reflects a diversity of race, ethnicity, age, religion, disability, caring responsibilities, sexual orientation, gender and gender identity;
- develop and maintain a diversity and inclusion program of work which has a focus on increasing employment outcomes for under-represented

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groups in society and the regions in which the Company operates, including setting goals and targets where appropriate;

- ensure that it offers a suite of employment terms and flexible working arrangements that support the needs of its diverse workforce, particularly those with family and caring responsibilities, and those requiring reasonable adjustments to participate fully in employment;
- develop mechanisms that provide regular opportunities for consultation with and between Employees on equity, diversity and inclusion matters;
- regularly review policies, procedures and processes which aim to prevent and respond to inequitable treatment, Discrimination, Bullying and Harassment to ensure they are effective, transparent and easily accessible;
- ensure Employees have access to culturally appropriate and trauma-informed support, counselling and complaints processes when needed; and
- provide knowledge and professional development for Employees and Supervisors to raise awareness of equal opportunity, Discrimination, Bullying and Harassment, including strategies to prevent this occurring in the workplace.

The Company will develop and implement programs, practices, and initiatives which aim to support equality in all areas of employment including, but not limited to:

- recruitment;
- retention;
- resignation and turnover;
- performance management;
- promotion and career progression;
- talent identification and management;
- succession planning;
- learning and development;
- gender equality; and
- remuneration (with a particular focus on equal remuneration between men and women for work of equal or comparable value)

The Company will monitor and report the impact and success of this policy through the relevant diversity and inclusion frameworks, plans, and strategies.