



# Diversity Policy

## Summary

This policy sets out Mighty Kingdom's position on, and management of, the company's diversity.



## Authorisation

Adoption:	Board
Date:	11 December 2020
Version:	1.0

## Amendment History

VERSION	AMENDMENT	COMMENCING
1.0	Initial document	11 December 2020



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## 1. Purpose of this policy

This policy sets out Mighty Kingdom's position on, and management of, the company's diversity.

## 2. Diversity Vision

Mighty Kingdom and related companies ("the Group" or "Mighty Kingdom") recognises its talented and diverse workforce as a key competitive advantage. Our business success reflects the quality and skill of our people. Mighty Kingdom is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

Diversity management benefits individuals, teams, our company, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the Group in all that we do.

We believe in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible. Mighty Kingdom is diverse in many dimensions. Our diversity includes, but is not limited to gender, age, ethnicity and cultural background. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

## 3. Principle

Mighty Kingdom's guiding principle is to value, respect and encourage diversity by:

- Being committed to employing the best talent across all roles in the company to enable the company to deliver exceptional results for our customers;
- Ensuring that all employment decisions are based on appointing the best candidate for the position irrespective of race, religion, gender, age, or any other irrelevant point of difference; and
- Acknowledging and rewarding staff based on their performance irrespective of race, religion, gender, age, or any other irrelevant point of difference.

## 4. Procedure

The Board of Directors will:

- require management to promote and support diversity of all types at all levels;



- ensure that a copy of this policy is provided to all staff with responsibility for recruitment;
- require management to establish clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents;
- establish measurable objectives for achieving gender diversity; and
- assess annually both the objectives and progress in achieving the objectives above.

## 5. Measurable Objectives - Diversity

The Board is required to develop measurable objectives for gender diversity, and to review them every two years.

At the date of the current policy version the measurable objectives for achieving gender diversity are to increase the percentage of women employed as follows:

	Current actual		Objective	
	December 2020		2020-2021	
	No.	%	No.	%
Women on the Board	3	60	3	60
Women in senior executive positions	2	40	2	40
Women employees in the company	30	40	40	40

## 6. Accountability

Reporting and accountability in the terms of this Policy will be reported annually to the Board by management, including a formal report on gender diversity.

## 7. Overriding Caveat

Nothing in this Policy shall be taken, interpreted or construed so as to endorse:

- the principal criteria for selection and promotion of people to work within the Group being other than their overall relative prospect of adding value to the Group and enhancing the probability of achievement of the Group's objectives;
- any discriminatory behaviour by or within the Group contrary to the law, or any applicable codes of conduct or behaviour for the Group and its personnel.

## 8. Review

This policy will be reviewed by the Board as required and at least every two years.

