

JMT AUTO LIMITED

DIVERSITY & INCLUSION POLICY

Diversity & Inclusion Policy/ Initial Version/ Implemented - 1st April, 2018

JMT AUTO – DIVERSITY & INCLUSION POLICY

JMT AUTO Limited - Corporate Diversity & Inclusion Policy

1. SCOPE

This Policy applies to Company's board of directors ("Board"), officers and employees. We believe a diverse workforce enables more relevant innovation, improved quality, and increased speed and efficiency in meeting the various needs of our global patients, customers, and stakeholders.

We believe our people thrive in our culture, and come from a wide variety of backgrounds, cultures, skills and experiences. We recognize the value of the creative potential that individuals of different backgrounds and abilities bring to their work.

2. AIM

Diversity recognizes and values the contribution of people with differences in background, experiences and perspectives. The Company recognizes that diversity encompasses but is not limited to gender, age, ethnicity and cultural background.

At the Company, diversity means:

- an inclusive workplace that embraces individual differences;
- a workplace that is free from discriminatory behaviours and business practices including discrimination, harassment, bullying and victimization;
- equitable frameworks and policies, processes and practices that limit potential subconscious bias;
- equal employment opportunities based on capabilities and performances;
- the provision of flexible work practices and policies to support employees; and
- attraction and retention of a diverse range of talented people.

The Company aims to embed and maintain a strong diversity framework within its systems and culture.

3. OBJECTIVES

We are committed to providing a workplace environment where everyone has an equal opportunity to perform at the highest levels and realise their potential. This applies to all aspects of our employment policies and practices including:

- Recruitment, assessment and selection;
- Terms and conditions of employment;
- Compensation and benefits;
- Working environment;
- Personal development and training;
- Career progression; and
- Redundancy and redeployment.

4. PRACTICES

Increasing the diversity of our people at all levels is an important priority for the Company's Board of Directors and its Executive Committee. We will achieve this through:

- Targeted sourcing of people from diverse backgrounds and cultures;
- Accelerated development of key talent within the organization;
- On-going focus on creating an environment that allows all our talented people to prosper.

5. SPONSORSHIP AND RESPONSIBILITIES

Ultimate responsibility and sponsorship of this Policy rests with the Company's Board, Nomination and Remuneration Committee as well as the Chief Human Resource Department.

Senior managers are accountable and all Company employees are responsible for ensuring that our Diversity policies and programmes are actively pursued and implemented. Employees should be aware of their personal responsibility to each other, to consumers, customers, partners and suppliers as well as the communities in which we operate.

6. MONITORING AND REPORTING

We monitor the composition of our workforce and we will improve the quality of data regarding diversity within our workforce to ensure that we attract and maintain a diverse and talented workforce. Our diversity data will only be disclosed in line with best practice and as required by law.

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