Diversity Policy

Objective

To promote a corporate culture within K&S Corporation Limited and the K&S group of companies ("K&S") where the diverse experiences, perspectives and backgrounds of people are valued and embraced and which is conducive to the recruitment of well qualified and diverse employees, senior management and Board members.

Purpose

This Policy formalises K&S' commitment to achieve:

- A diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- A workplace culture characterized by inclusive practices and behaviour for the benefit of all employees;
- Improved employment and career development opportunities for women;
- A work environment that values and utilizes the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; *and*
- Awareness in all employees of their rights and responsibilities regarding fairness, equity and diversity.

Policy Statement

K&S is committed to workplace diversity, including gender diversity. K&S recognizes the benefits arising from employee diversity including a broader pool of employees, improving employee retention and benefits arising from the contributions of people with diverse backgrounds.

Policy

K&S' Policy is to recruit and manage on the basis of competence and performance regardless of age, nationality, race, gender, religious beliefs, sexuality or cultural background.

Strategy

K&S achieves the Policy objectives by:

- Creating a culture that empowers people to act in accordance with this Policy;
- Appreciating and respecting the unique attributes that each individual brings to the workplace;
- Reviewing succession plans to ensure that opportunities for training, development and advancement are open to employees regardless of age, nationality, race, gender, religious beliefs, sexuality or cultural background;
- Identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- Developing programs to develop a broader pool of skilled and experienced senior management, including workplace development programs, mentoring programs and targeted training and development;

- Fostering an inclusive and supportive culture to enable people to develop to their full potential;
- Ensuring K&S has clear reporting processes and procedures in place in relation to diversity;
- Undertaking diversity initiatives and measuring their effectiveness;
- Promoting diversity through K&S' actions and interactions;
- Taking action to prevent and stop discrimination, bullying and harassment; *and*
- Actively monitoring recruitment, promotions and turnover and communicating statistics.

Responsibilities

It is the responsibility of all K&S employees to act in a manner that helps create and maintain a workplace environment that supports diversity and is free from discrimination and harassment.

Managers

It is the responsibility of all managers to:

- Create an environment where there is tolerance of diversity and where the ability to contribute and access opportunities is based upon merit;
- Ensure that during recruitment processes consideration is given to current diversity within K&S; *and*
- Ensure that inappropriate behaviours or attitudes within the working environment are confronted promptly.

Board

It is the responsibility of the Board to establish measurable objectives for achieving diversity and to assess annually both the objectives and progress in achieving them. The Board will annually:

- Review and assess the diversity objectives and effectiveness of this Policy;
- Review and assess the measurable gender diversity objectives and the progress towards achieving those objectives;
- Review the relative proportion of women and men in the workforce at all levels of the K&S Group; *and*
- Review remuneration by gender across the organisation.

Review

The contents of this Policy will be reviewed on an annual basis by the Company Secretary.

K&S Corporation - Board of Directors

Adopted:	1st July 2011
Reviewed:	15th July 2026
Review Date:	3rd July 2027