

1 Diversity Policy

- 1.1 Validium recognises its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people.
- 1.2 Validium 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 as a whole, 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 company in all that we do.
- 1.3 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. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, positions Validium to anticipate and fulfil the needs of our diverse customers, both domestically and internationally, providing high quality products/services.
- 1.4 The Company is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. 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.
- 1.5 Validium recruits and contracts with people from many areas. We believe that our employees and contractors from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets.
- 1.6 The Company promotes diversity to ensure that employees are treated fairly and evaluated objectively.
- 1.7 Validium recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole. Validium is committed to tackling cultural stereotypes both within and outside our organisation. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.