

## **Managing Diversity Policy**

We realise the immense value that diverse individuals bring when they work together, even in conflict, each playing to strengths to excel. We recognise that certain groups and individuals in society experience disadvantage and discrimination. These are based on, for example, race, colour, ethnic or national origin, gender, marital status, disability, health status, sexuality, age, economic status, political or religious belief.

Ruuvand Ltd is committed to valuing and promoting Diversity in all areas of recruitment, employment, training and promotion. Ruuvand will work towards an environment that is based on meritocracy and inclusiveness, where all can develop their full potential, irrespective of their race, colour, ethnic or national origin, gender, marital status, disability, health status, sexuality, age, economic status, political or religious belief.

This policy applies to all Directors, associates and employees of Ruuvand Ltd

### **What is Managing Diversity?**

We believe that 'Managing Diversity' is a more effective way of dealing with equal opportunities issues. It emphasizes the business and personal benefits that accrue from valuing the differences between people, rather than just complying with the law. Experience shows that organisations that grasp the additional business opportunities generated by managing diversity effectively are far more likely to sustain competitive advantage than others who do not.

### **Employer's Responsibility**

- To comply with the letter and spirit of this policy.
- To value diversity in society and in our workforce as a means of broadening Ruuvand's talent base, achieving the highest levels of performance, and enabling all employees to reach their full potential.
- To identify the various behaviours and barriers that discrimination can take, and understand the negative effect these can have on Ruuvand and its' employees and customers.
- To dispel the myth that only certain types of people are suitable for certain types of jobs or training.
- To monitor the application of the Managing Diversity Policy, and work towards eliminating any discriminatory practices which may be limiting the individual and Ruuvand 's ability to achieve its' objectives. We want to build a reputation as a fair and responsible employer in the eyes of Ruuvand's employees, shareholders, customers, and the public

This policy will apply to our  
**Recruitment and Selection**  
**Career Development**  
**Training**

### **Who is Responsible?**

Accountability for the Managing Diversity Policy lies with the Directors of Ruuvand Ltd