

1. Purpose

The Diversity Policy is intended to support the achievement of a workplace that embraces workplace diversity whilst recognising the security obligations inherent in DMTC's business activities. This policy also provides a process by which measurable objectives can be established and monitored by the Board.

2. Policy Scope/Coverage

This policy applies to the Board and all company employees and contractors

3. Policy Statement

3.1. Vision

DMTC 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. DMTC 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 stakeholders. 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.

3.2. Diversity Commitment

DMTC respects and values diversity in its workplace. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company. We are committed to employing the best people to do the best job possible.

DMTC 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, competitive and support the achievement of our strategic goals and objectives.

3.3. Recruitment

DMTC 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. DMTC is committed to tackling cultural stereotypes within our organisation. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

DMTC rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

3.4. Monitoring

The company recognises that diversity is an enabler of improved performance and the positive role played by diversity in meeting its goals and objectives and intends to promote and facilitate a range of diversity initiatives throughout the company.

The Board will:

Seek to ensure that the diversity profile is a factor that is taken into account in the selection and appointment of senior management and directors subject to the security obligations associated with DMTC's business activities.

Senior Management will:

Aim to ensure that appropriate procedures and measures are maintained and that the Company's diversity commitments are monitored appropriately.

All employees will:

Support and encourage a diverse workplace as according to the guidelines listed below.

4. Linked Policies, Procedures and Forms

- Procedure – Recruitment
- Procedure – Health and Wellbeing
- Code of Conduct