



John Swire & Sons Diversity & Inclusion Policy

We believe in equal opportunities for all our employees and recognise that our businesses benefit from the diversity of our people.

We believe that people should be recruited and promoted based on merit and that we should work to eliminate bias in all its forms. We aim to develop the skills of all employees because it benefits the individual and because it makes good business sense.

We are committed to creating an inclusive and supportive working environment for all our people regardless of their age, gender, gender orientation, sexual orientation, relationship, family status, disability, race, ethnicity, nationality or religious or political beliefs. We believe in creating an environment where people feel comfortable at work and able to realise their full potential.

We seek to incorporate the principles of Diversity & Inclusion in employment related policies and hold all employees accountable for creating an inclusive environment. This is a Group wide policy and is applicable to all John Swire & Sons employees and all operating companies.

Operating companies may develop their own Diversity & Inclusion Policies in accordance with the principles of this policy.