

DIVERSITY POLICY

1 Diversity Vision

Acumentis recognises its talented and diverse workforce as an asset and a key competitive business advantage.

Our business success reflects the quality and skill of our people. Acumentis 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.

Acumentis believes 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 Acumentis to anticipate and fulfil the needs of our diverse customers by providing high quality services.

Acumentis is diverse in 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.





2 Recruitment

Acumentis recruits people who originate from different countries. We believe that our employees from many different cultural, linguistic and national backgrounds enhance our service potential.

3 Career development and promotion

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

4 Diversity practices

Acumentis provides a safe and pleasant environment for our employees. We offer:

- Flexible working time arrangements;
- Employee education assistance;
- Employee network and support groups;
- Open communications; and
- Mentor programmes

APPROVED BY THE BOARD JULY 2019

