

D&I POLICY

Mantu is dedicated to promoting **Diversity and Inclusion (D&I)** in the workplace in order to provide equal opportunities for all. Various D&I aspects are firmly embedded in the lifecycle of all our team members, from recruitment to training, engagement, the promotion process and of course ensuring talent retention.



D&I initiatives are directly championed by our top management, as an organizational commitment to expand efforts in creating an inclusive work environment to harness a culture of open-mindedness, innovation, and anti-discrimination. This commitment is cascaded down to all Mantu teams through dedicated training modules which aim to raise awareness on the topic.

These are the two core principles we are committed to:

Diversity



Recognizing and valuing the different backgrounds within our teams in terms of gender, ethnicity, native or indigenous origin, age, sexual orientation, culture, disability, mental health, nationality, etc.

Inclusion



Developing a workplace where everyone can access the same opportunities and contribute to Mantu's success in their own way.

We aim to be fully transparent in the way we handle our D&I initiatives. Progress on our objectives (such as our diversity targets for leadership positions within the company) will be constantly monitored through the annual demographic data analysis. This ongoing monitoring ensures we have the necessary knowledge to continue to improve our processes and ways of working, so they can reflect the inclusive and diverse approach Mantu has adopted as part of its growth strategy.

Our D&I Policy is also aligned to **Mantu's Code of Ethics**, which states that all members of our team have to be treated in a respectful and dignified manner, free from abuse, harassment, bullying and violence of any kind.