

Diversity, Equity and Inclusivity Policy

Akasia Group Limited is committed to promoting diversity, equity and inclusivity (DEI) among our workers, at all levels of the organisation and across all functions, including recruitment, professional development and mobility, and equitable employment conditions.

We base all employment relationships on the principles of equal opportunity and fair treatment. We do not practise or condone any form of discrimination in the workplace in terms of hiring, continued employment, remuneration, overtime, access to training, professional development, promotion, termination or retirement, on the basis of race, colour, ethnicity, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, marital status, parental or pregnancy status, physical appearance, HIV status, age, or any other personal characteristic unrelated to the inherent requirements of the work.

We provide training to all workers that promotes a culture of diversity, equity and inclusivity, covering this policy's commitments and the supporting systems and procedures that give effect to it.

We review the effectiveness of this policy and its supporting processes and procedures at a frequency appropriate to the purpose, nature, scale and impact of our business operations, and at least once a year, and implement improvements to address any gaps identified.

This policy is endorsed by Top Management, communicated to all workers, and made publicly available.



Top Management

Date: 11-05-2026