

1. Introduction

- 1.1 Investore Property Limited (**Investore**) believes that diversity is an essential component to a successful business and acknowledges and values the role that diversity plays in strengthening Investore and its performance. Investore has adopted this diversity policy (**Diversity Policy**) to promote a range of skills, backgrounds, and ideas in the workplace while endeavouring to attract and retain the highest calibre of Board membership within Investore.

2. Investore's commitment to diversity

- 2.1 Investore is committed to promoting diversity within the workplace by attracting, recruiting, developing, promoting and retaining the highest calibre of directors from a diverse pool of individuals. Investore recognises that the diversity in skills, backgrounds, and ideas will foster a culture where individuals thrive and performance of Investore is enhanced. Opportunities within Investore will not be influenced, either actively or passively, by discrimination of any kind.

3. Policy Statement

- 3.1 Investore believes that diversity embodies a wide range of individual attributes including gender, cultural background and ethnicity, marital status, age, national origin, political opinion, sexual orientation, ethical belief, disability, family status, race, religious belief and colour. Investore bases its decisions relating to recruitment, development, promotion and remuneration on individual merit, while having regard to diversity and seeking to cultivate a diverse team of skilled individuals.
- 3.2 Investore's Diversity Policy reflects the following principles:
- (a) Merit – individuals are evaluated based on their individual skills, performance and capabilities;
 - (b) Fairness and Equality – Investore does not tolerate any unlawful discrimination or harassment of any kind, including, but not limited to, in recruitment, promotion and remuneration;
 - (c) Promotion of Diverse Ideas – Investore values diversity in skills, backgrounds, and ideas which come from a diverse workforce; and
 - (d) Culture – Investore believes that diversity is a strong contributor to a rich workplace culture where individuals are free to be themselves and thrive within Investore.

4. Objectives

4.1 Investore will set objectives to ensure effective implementation of the Diversity Policy. Investore's current objectives are as follows:

- (e) Stride Investment Management Limited (the **Manager**) will report twice a year to the Board on diversity-related matters; and
- (f) Investore will continue to ensure that its recruitment procedures provide for a wide range of potential candidates to be considered at Board level.

5. Implementation of the Policy

5.1 The Manager will be responsible for implementation of the Diversity Policy. Included in its duties, the Manager will be responsible for:

- (a) establishing and maintaining programmes for training of the Board in recruitment and selection, with an emphasis on assessing merit and avoiding discrimination;
- (b) reporting to the Board on the relative proportion of females to males within Investore; and
- (c) providing the Board with regular reports on the implementation of the Diversity Policy and its performance against that policy.

6. Disclosure of Policy

6.1 A summary of the Diversity Policy and Investore's achievement of the policy's objectives will be included in the annual report.

7. Review of Policy

7.1 The Committee will review the effectiveness of the Diversity Policy on an annual basis. Among the things it will consider are:

- (a) the effectiveness of the policy against its objectives;
- (b) the implementation of the policy and the division of responsibilities; and
- (c) the relative proportion of females to males.

7.2 The Committee will report to the Board on the matters above.

8. Wider diversity programmes

8.1 In addition to its Diversity Policy, Investore has in place policies designed to eliminate discrimination and harassment in the workplace. Investore's Discrimination Policy prohibits discrimination in any form on grounds of marital status, age, employment status, ethnic or national origin, political opinion, sexual orientation, ethical belief, disability, family status, gender, race, religious belief or colour.

- 8.2 Investore believes that one of the most effective ways to promote diversity is from the ground up by empowering children of all races, genders, cultures and backgrounds to reach their full potential. Investore endeavours through targeted community partnerships to help a diverse mix of less fortunate young people to build a positive future and maximise their development potential.