



VERSION - 5

Procedure

HR – 117

Diversity & Inclusion

1. Intent

By leveraging diverse perspectives and creating inclusive environments, companies are improving organizational effectiveness, cultivating innovation, and driving growth. Diversity and inclusion also enable companies to adapt and excel in an ever-evolving global marketplace.

2. Eligibility & Applicability

All employees are covered under this policy.

3. Process Owner (S)

Corporate Peoples Team.

4. Policy & Procedure

At RMZ, diversity and inclusion benefit the economic sustainability of our business by helping us to better understand and meet customer needs, as well as strengthening our workplace environment so that employees can be more successful. We want to be a model for how diversity and inclusion can create business and societal value.

Our management approach is based on the RMZ diversity and inclusion mission to connect and empower our employees, customers, suppliers, and communities for success, embracing the dynamics of different backgrounds, experiences, and perspectives to propel our growth. This mission is grounded in the belief that diversity and inclusion are business imperatives.

Cultivating a diverse workforce and inclusive work environment can help increase talent engagement, foster innovation, enhance customer service, and ultimately drive better financial performance.