



Policy Name	Diversity and Inclusion
Policy Type	Group Policy
Document Number	SKtes-GRPCOM-HUM- 013

1. POLICY STATEMENT

SK tes recognizes and celebrates the contributions of all employees and values the importance of attracting and retaining a diverse workforce.

We acknowledge that a diverse workforce enhances our business success, benefiting our employees, customers, consumers, and shareholders. Embracing diversity within our workplace provides a significant competitive edge.

2. DEFINITIONS

Diversity describes the variations in personal, physical, and social characteristics, such as gender, ethnicity, age, and education etc.

Inclusion integrating everyone and accepting their differences to coexist in a mutually beneficial manner in the organization.

3. POLICY

We are dedicated to:

- 3.1. Treating our employees fairly and with respect.
- 3.2. Maintaining a workplace which is free from bullying, harassment, discrimination and victimization.
- 3.3. Maintaining a workplace culture that is inclusive and embraces individual differences.
- 3.4. Ensuring equal employment opportunities based on ability, performance and potential.
- 3.5. Promoting awareness – employees’ rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.
- 3.6. Ensuring flexible work practices and policies to support employees and their changing needs.
- 3.7. Attracting, retaining and developing a diversified talent pool.
- 3.8. Maintain equitable frameworks and policies, processes and practices that limit potential unconscious bias.