

Policy Statement:

Diversity

The concept of diversity encompasses acceptance and respect. To AHG, diversity means understanding that each member of our staff is unique and recognizing our individual differences. These differences encompass the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, beliefs, age, and physical abilities. Diversity means embracing the rich dimensions of diversity contained within each individual in a safe, positive, and nurturing environment.

Diversity at AHG

AHG recognises that it operates within industry sectors that have traditionally had poor levels of gender balance. However, AHG believes that actively promoting diversity in the Company is good for our people, customers, partners and stakeholders. The concept of diversity will be in the forefront of our minds as an organisation when we make “people” decisions.

AHG will seek to improve the diversity of its staff over time by:

- The Board establishing, and reviewing on an annual basis, measurable objectives for achieving an improvement in the diversity mix of our workforce; particularly, in the area of gender diversity.
- Examining the factors that have historically lead to poor levels of gender diversity in the more senior levels of the industry sectors in which we operate.
- Undertaking diversity initiatives and measuring their effectiveness
- Recruiting and managing on the basis of an individual’s overall competence and performance while having regard to this diversity policy
- Appreciating and respecting the unique attributes that each individual brings to the workplace at AHG
- Fostering an inclusive and supportive culture to enable people to develop to their full potential
- Promoting diversity through our actions and interactions
- Taking action to prevent and stop discrimination, bullying and harassment
- Actively monitoring and analysing recruitment, promotions and staff departures and communicating those statistics to the Board and Management

The Managing Director of AHG is accountable to the Board of Directors for ensuring this policy is implemented. The Board of Directors and the Remuneration and Nomination Committee will review AHG’s diversity strategy at least annually and will monitor progress towards the achievement of the measurable objectives set from year to year. This policy will be reviewed regularly and updated as required.

Workplace Diversity

