

SMS Management & Technology Limited is committed to an inclusive workplace that embraces and promotes diversity through a range of initiatives including a focus on women in management and equal opportunity. We value, respect and leverage the unique contributions of people with diverse backgrounds, experiences and perspectives to provide exceptional service to equally diverse clients.

The Board of Directors has established a diversity policy and will put in place diversity-related measurable objectives for the Company. Assessment of these objectives and review of progress will be carried out on an annual basis by the Diversity Working Group which will report its assessment to the Board of Directors and make recommendations as appropriate. Progress against measurable objectives will be included in the Company's annual reports.