

Inclusion and Diversity

True diversity is about bringing out the best in our people for the good of our organisation, our partners, and our host communities.

While we are exceptionally proud of the progress we have made in creating a transformed business, we are even more proud of a remarkable team that knows exactly what value it brings to the table.

Our people's differences in race, gender, culture, sexual orientation, identity, and thinking all bring with them unique perspectives that help us grow, boost our creativity, and unlock innovative solutions to our evolving needs.

Inclusion and diversity for us is about everyone. From how we recruit employees, to the suppliers and vendors we partner with to the members of our board that steer our organisation. We believe that by nurturing diversity, respect and inclusivity, we can create a culture where anything is possible.

The cornerstones of our Inclusion and Diversity Policy

- Every colleague has a sense of belonging and can bring their whole selves to work without fear of discrimination
- People are valued and respected for who they are
- We harness diversity to achieve personal and business growth
- Inclusion and diversity are considered in all aspects of our business, from strategy and policy development to the way we conduct ourselves every day.
- Diversity gives us a competitive business advantage.



Underpinned by our values and Code of Conduct, Thungela promotes an inclusive environment where every colleague is valued and respected for who they are, and where they have the opportunity to fulfil their potential.

Inclusion and diversity are critical foundations of our Ethical, Social and Governance Framework.

Our Inclusion and Diversity Policy understands that everyone is diverse and therefore everyone in their diverseness should feel included in the organisation.

- i. We aim to ensure that every employee has a sense of belonging and that their uniqueness is valued. They can bring their whole selves to work.
- ii. We are committed ensuring that every colleague is valued and respected for who they are and can thus reach their full potential.
- iii. Inclusion and diversity is part Thungela's mission and vision, and outlined in our strategies and practices to support a diverse workplace and leverage the effects of diversity to achieve a competitive business advantage.
- iv. We understand that everyone is unique in their thoughts, beliefs, contributions, and perspectives. Being inclusive is about valuing and harnessing uniqueness in order to deliver personal and business growth.
- v. Our policy strives to ensure that inclusion and diversity is reflected in our recruitment of diverse employees, including those who live with disabilities.
- vi. We are committed to fair treatment for all employees in a flexible working environment.
- vii. We are committed to creating an environment that is safe for all employees to be themselves.
- viii. We are committed to continuous agility in our practices to ensure our people can be productive and effective.

Diversity at Thungela Board level

Our board promotes the benefits of all aspects of diversity specifically including, but not limited to gender and race diversity, with due regard to attaining the appropriate balance of knowledge and experience, skills, race, gender, culture, age and independence in order for the Board to effectively discharge its role and responsibilities.



SAFETY



CARE AND RESPECT



ACCOUNTABILITY



EXCELLENCE



AGILITY



ENTREPRENEURSHIP