

**METRO PERFORMANCE GLASS LIMITED**  
**(Metroglass)**

**Diversity & Inclusion Policy Statement**

**Applies to:** All employees, directors and contractors of Metroglass.

**Introduction and Purpose**

Metroglass and its Board of Directors ("Board") believe that an equal opportunity workplace in which differences in gender, age, colour, race, nationality, religion, sexual orientation, physical ability, marital status, experience and perspective are well represented, results in competitive advantage and helps the company to better connect with its diverse set of customers and other stakeholders.

The Company believes that an ability to attract and retain a diverse and inclusive workforce broadens the recruitment pool of high calibre candidates, enhances innovation, and improves business performance. Accordingly, Metroglass' commitment to diversity means ensuring that every individual has the chance to perform to their full potential and that no individual faces barriers or is excluded from a position, for which they are skilled and qualified, by inappropriate systems, practices or attitudes.

This purpose of this Diversity & Inclusion Policy Statement (Policy) is to set out Metroglass' commitment to providing an inclusive and diverse environment throughout the Company and the practical application of the Policy, including the review and measurement of both the objectives of the Policy and progress made in achieving them.

**Roles, Responsibilities and Objectives**

The Chief Executive Officer (and/or their delegates) is accountable to the Board for the successful implementation of this Policy.

The Metroglass Board, with input from the People and Culture Committee, reviews the diversity strategy annually, including setting and reviewing measurable objectives each year that are designed to promote diversity, including gender diversity and inclusion. The Board will advise progress against the objectives in the Company's Annual Reports.

The People and Culture Committee will recommend objectives to the Board when assessing director candidates which take into account factors such as the skills, expertise, experience (including commercial and/or industry experience) and diversity of backgrounds required for the role.

This policy applies to all board directors, employees and contractors. Metroglass managers are required to ensure that this policy is properly implemented in areas under their control.

**Policy Ownership and Review**

- Approver: Metroglass Board of Directors
- Ownership: Chief Executive Officer
- Last reviewed: 1 April 2021