



Diversity and Inclusion Policy

MFCB values a diverse workforce for the different ideas, thoughts, experiences and perspectives that can be brought to the table. We are proud to be an Equal Opportunity Employer and are committed (but not limited) to:

- i. Creating, Maintaining and Promoting Diversity in the Workplace
We expect employees to be hired and promoted based on merit, but also highly encourage teams to be built based on diversity in terms of socioeconomic and cultural background. We do not discriminate based on gender, race, religion, age, sexual orientation, physical attributes, disabilities or nationality and have set recruitment criteria to ensure that talent is recruited fairly based on their capabilities and suitability for the job alone. Likewise, we are committed to selecting the vendors and suppliers we work with based on their ability to deliver and suitability for the job.
- ii. Fostering a Safe Workplace Environment
We are dedicated towards ensuring that our stakeholders always respect and value each other's differences and opinions. We do not tolerate any direct or indirect discrimination, bullying or harassment in the workplace and will not hesitate to take strict action if any such incidence is found to have taken place.
- iii. Equal pay for equal work
We are committed to ensuring all employees receive equal pay for equal work and comply with local laws and regulations with regards to this.

We expect all of our employees, business partners and suppliers to respect and adhere to our diversity and inclusion policies. We will not hesitate to take stern action on any stakeholder who is found to unfairly discriminate based on any of the diversity factors listed above. We strive to do periodic reviews of our business activities to ensure that we continue to be a well-balanced, diverse and multicultural organization where people are always treated with respect and valued for their contributions without bias.