

# SABB ON DIVERSITY & INCLUSION

This statement outlines the fundamental strategy and primary projects that SABB will undertake in order to foster growth and promote active involvement of all members of SABB's diverse workforce in line with our best place to work People Strategy.

Over the years, diversity and inclusion has continued to be a pillar of our people strategy and has been a particular area of focus for some time. This has manifested itself in our mission, strategies, and practices to support a diverse workplace and leverage the effects of diversity to achieve a competitive business advantage.

As we continue to focus on providing equal opportunities and enabling people with disabilities to integrate effectively and in alignment with Vision 2030; we do so with the knowledge that institutions that embrace diversity and inclusion statistically outperform their peers.

In 2018 SABB was certified by Mowaamah () a certification by Ministry of Labor, as a best place to work for people with disabilities. What's more, we were the first financial institution to do so. In addition to being the right thing to do, it is also critical to our future. Research suggests that diverse, heterogeneous teams promote creativity, innovation and better decision-making.

We understand that disability is a broad term and may include anything that affects mobility, agility, hearing, vision or learning. Disability may occur at any stage of life. Disability may also be permanent or temporary, severe or mild. But disability at SABB only ever means "I work differently than you do". So we are focused on addressing and eliminating all employment related barriers against people with disabilities including Attitudinal, Physical and Architectural, Information and Communication, Technological and Organisational (such as processes or policies).

As a result we are absolutely committed to ensuring fair and equal application and access of all employees (including people with disabilities) in relation to:

- Equal Recognition
- Equal Rewards and Compensation
- Equal Career Progression Opportunities
- Equal Leadership Opportunities
- Equal Learning & Development accessibility
- Review of all Policy and Procedures to ensure fairness and equity

Additionally, in order to assist in creating a sustainable, diverse pipeline of management candidates, SABB will provide development opportunities for employees, regardless of nationality, ethnicity, gender etc., at various levels within the organisation. SABB will also provide those employees who exhibit management potential with development opportunities based on a variety of assignments and capability building opportunities, taking into consideration their individual career aspirations.

SABB will continue to advocate opportunities such as transfers and challenging role assignments, in line with career plans and aspirations, that are designed to further qualify employees for career development.

Moreover, SABB will continue to create a supportive work environment that responds to employees' issues and concerns and will expand and enhance its support for various types of employee career advice in order to help resolve issues and concerns employees may have regarding their career or work arrangements.

SABB really does aim to be at the forefront of diversity and inclusion initiatives and we are committed to actively incorporating best practices, eliminating possible boundaries and barriers to full participation in the workforce, and creating a work environment that encourages our employees to inspire each other to go beyond their boundaries. This environment is built on mutual understanding and respect among open-minded employees ensuring that SABB remains a strong, resilient, and flexible organisation and the Best Place to Work.

To achieve our goals in Diversity and Inclusion we have assigned leader / sponsors across SABB in support of our employees with disabilities by creating a supportive working environment for all.