

Beta Glass Plc

Diversity and Inclusion Policy

Policy Number:

Review Number (New document)

Responsible Person:

Approved by the Board on: 24th day of March, 2022

1. Introduction

The Board is committed to workplace diversity and inclusion. It recognises that the success of the Company relies on having a team made up of the best people with broad perspectives and experiences, aligned to a common purpose and set of values. This is achieved through attracting, retaining and developing people who bring diverse perspectives and whose difference is valued.

The Board's vision for diversity considers the broadest definition of difference, including gender, ethnicity, disability, age, thought, education, experience, family responsibilities and sexuality.

Also, the Board would endeavour to having a workforce that reflects the communities in which the Company's assets are located and where our employees live without compromising the qualification and competence required for relevant vacancies.

2 Scope

At a Board level, gender has been identified as key area of focus for the Company. Accordingly, the primary focus of this Policy is achieving, over a period, representation of men and women from diverse ethnic and other backgrounds in senior management positions and on the Board.

3. Promoting diversity and inclusion

The Company will adopt strategies which aim to progress towards a balanced gender and an ethnically diverse representation on the Board, senior management and across all areas of the Company's business including:

- setting challenging and measurable diversity and inclusion objectives relating to the recruitment, appointment and retention of women and men with diverse ethnic backgrounds on merit basis;
- broadening the fields of successors for senior management roles and potential candidates for Board appointments;
- enabling a diverse workforce by removing barriers to participation which may disproportionately affect potential female and other disadvantaged candidates and those from diverse backgrounds, and review these policies to ensure that they are available to and utilised at senior management levels;

- monitoring the effectiveness of, and continue to expand on, existing initiatives designed to identify, support and develop talented persons, including employees from diverse ethnic backgrounds;
- At a minimum, complying with legislative requirements in relation to employment equality.

4. Measurable objectives

Each year the Board will set measurable objectives, including in relation to the strategies listed in 3 above, with a view to improving performance in relation to employees from diverse backgrounds and progressing towards a balanced gender representation at Board and senior management levels. The Board will also consider setting measurable objectives relevant to ensuring other forms of diversity at Board and senior management levels. Measurable objectives will be developed by management and be recommended to the Board for approval.

5 Diversity in recruitment, selection and succession planning

5.1 Chief Executive Officer & Senior Management

The Board Governance Committee is responsible for the development and succession planning process for the Chief Executive Officer and senior management staff. In discharging this responsibility, the Governance Committee will have regard to diversity criteria set by the Board.

5.2 Board

Whilst skills such as leadership and previous experience as a chief executive, chair or Board member of a large organisation, have traditionally been prerequisites to appointment as a director, the Board recognises that other skills are required to optimise the performance of the Board.

The Board, through the appointment process documented in the Governance Committee Terms of Reference in the Committee Charter, will identify director candidates having regard to:

- the strategic objectives of the Company;
- the skills, expertise and background that add to and complement the range of skills, expertise and background of the existing directors; diversity; and
- the extent to which the candidate would fill a present need on the Board.

6. Review of Policy and reporting of performance


In executing its oversight role, the Governance Committee will review on an annual basis the effectiveness of this Policy. As part of this annual review, performance against the measurable objectives in 4 above will be assessed by the Governance Committee, and it will submit a report to the Board outlining its findings.

The Board will report to shareholders each year:

- a summary of the Company's progress towards achieving the measurable objectives set under this Policy for the year;
- details of the measurable objectives set under this Policy for the subsequent financial year; and

- the proportion of women and people from diverse backgrounds who are employed by the Company as a whole, in senior management positions and who are on the Board.

Approved by the Board of Directors of Beta Glass PLC this 24th day of March, 2022



Chairman



Secretary