

**CORONATION FUND MANAGERS**  
**DIVERSITY AND INCLUSION POLICY**

**1. Introduction, Purpose and Scope of this Policy**

Coronation recognises that a diverse and inclusive workforce is particularly important in South Africa given its legacy of exclusion and moreover that, apart from being the right thing to do, diversity, equity and inclusivity in a workforce is more likely to result in innovation, anticipating change and ensuring sustainable business growth and performance.

As an asset management business, Coronation Fund Managers Limited's ("Coronation") people are its greatest asset, and nurturing its unique culture is critical to the integrity of Coronation's investment philosophy and to achieving the long-term objectives of the business. Throughout Coronation's history it has developed and nurtured a performance-driven culture that, to this day, has the same entrepreneurial flair that defined Coronation at inception. It is encoded in Coronation's DNA. By entrenching a fully inclusive and diverse work environment, we are able to harness the power of unique talents and perspectives.

Coronation aims to create and maintain a diverse and inclusive workplace that is free of unfair discrimination and harassment and affirms previously excluded groups, and where every employee, job applicant to and trade connection of Coronation is treated fairly and with dignity and respect and is able to maximise their potential regardless of their diverse backgrounds. Diversity includes but is not limited to race, gender, sex, pregnancy, marital status, family responsibility, ethnic or social origin, colour, sexual orientation, age, disability, religion, HIV status, conscience, belief, political opinion, culture, language, or birth. Coronation aims to ensure that any obstacles or barriers to inclusion are removed to ensure that all employees have equal access to opportunities regardless of their differences.



This policy reflects the diversity and inclusion principles to which Coronation is committed, and the accountabilities and responsibilities for implementing, monitoring and reporting on diversity, equity and inclusion at Coronation.

This Policy applies to all employees (including temporary and part-time employees), non-executive directors, job applicants and, where they act on behalf of Coronation, consultants, agents, representatives and independent contractors.

## 2. Diversity and Inclusion Commitment to Employees

Coronation commits to:

- Creating a culture where:
  - diversity and inclusion in the workplace is promoted;
  - insights of diverse groups are sought and welcomed;
  - employees and others are not alienated or excluded because of social cultural norms;
  - where employees and others feel that their background and lifestyle do not affect perceptions of them as professionals or affect their opportunities for development and advancement;
  - employees are aware of their own unconscious and conscious bias and know how to ensure this does not manifest itself at work;
  - employees are treated fairly; and
  - communication is respectful regardless of role or level.
  
- Continually working towards:
  - Attracting and retaining high quality diverse talent
  - Growing and developing diverse talent
  - Equitable employee recognition and compensation



- Achieving equitable representation of designated groups<sup>1</sup> across all occupational levels, in order to redress the inequities of the country's past,
- Creating a balanced workforce with equal access to opportunities,
- Avoiding and opposing all forms of unfair discrimination, whether in employment policies and practices (including in recruitment and selection for employment, remuneration and benefits, terms and conditions of employment, training, career advancement) or otherwise;
- Creating a working environment that is free of bullying and harassment;

### 3. Diversity, Equity and Inclusive Commitment to Society

Coronation commits to:

- Corporate Social Investment programmes that advances diversity and inclusion and supports sustainable initiatives that aim to achieve meaningful impact over the long term.
- Improving the quality of education, which Coronation considers lies at the heart of breaking the cycle of poverty & unemployment in South Africa;
- Increased focus on the United Nations Sustainable Development Goals (“SDG”) aimed at reducing inequalities, namely *SDG 5: Gender Equality* and *SDG 10: Reducing Inequalities* and investing in programs that work to achieve these goals.
- Growing the pool of skills and develop a pipeline talent in the financial services industry, including bursary and internship programmes.

#### Accountabilities and Responsibilities

Ultimate accountability for Diversity and Inclusion resides with the Coronation's Board of Directors, with the support of the Social, Ethics and Transformation Committee (SET). The Board will monitor activities relating to Diversity and Inclusion through the SET and has delegated authority to the CEO to implement and manage delivery of the stated objectives.

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<sup>1</sup> Designated groups are defined in the Employment Equity Act (EEA) to mean (a) Black people (which is further defined in the EEA as a generic term meaning Africans, Coloureds and Indians), (b) women and (c) people with disabilities.



## Related Policies supporting diversity & inclusion

- Coronation Recruitment Policy
- Coronation Employment Equity Policy
- Coronation Disability Policy
- Coronation HIV/AIDS Policy
- Coronation Training Policy
- Coronation Performance Management Policy
- Coronation Remuneration Policy
- Whistle-blowing Policy
- Coronation Leave Policy
- Coronation Harassment Policy

Policy	CFM Diversity and Inclusion Policy
Committee Reviewed	SET - 2 November 2022
Board Approved	17 November 2022