

Group Principal Policy: Employee Welfare

Employees across the Camellia Group companies (together referred to as the “**Group companies**”) are at the heart of what we do, and their welfare is paramount.

Group companies are required to have policies and procedures in place to ensure the welfare and well-being of their employees. Each such policy, if implemented, must be adhered to by the Group company and be capable of monitoring. Such policies and procedures should include the below (where appropriate):

- Fair treatment, without discrimination.
- Diversity.
- Domestic and occupational safety.
- Education.
- Equality.
- Gender.
- Grievance and Disciplinary.
- Harassment.
- Health care.
- Housing.
- Personal development.
- Sanitation.

The operational leadership team at each Group company is responsible for implementing and maintaining effective policies and procedures in order to achieve compliance with this policy. Each Group company is has nominated an individual with specific responsibility for employee welfare.