

Diversity, Equity and Inclusion Charter

This is a **commitment** by the National Committee on Corporate Governance (NCCG) and signatory organisations to work together to progressively build a diverse, equitable, inclusive and sustainable business community and society.

The Charter reflects the NCCG's aspiration to see diversity, equity and inclusion (DEI) at all levels of organisations in Mauritius. Diversity in all its aspects - age, creed, ethnicity, cultural background, sex, sexual orientation, gender identity, disability, marital or family status, differences in education, work experience, and socio-economic background - provides a range of perspectives, ideas and experiences that nurture constructive discussions which in turn enhance board effectiveness and business results, through more informed decision-making.

The Charter

- Encourages organisations to voluntarily promote diversity, equity and inclusion at all levels of their organisation;
- Recognises that DEI is a journey and organisations are unlikely to be at par in terms of their DEI attainments. Each organisation should therefore voluntarily set its own DEI targets and devise an appropriate strategy - relevant to its circumstances – towards attaining the DEI objectives;
- Invites organisations to share with the NCCG at the end of their financial year, a status report describing their progress towards their DEI targets and any obstacles encountered therein; and
- Enables the NCCG with the help of all participating organisations in sharing with stakeholders invaluable DEI data including general trends and patterns that will help Corporate Mauritius in identifying the efforts that still need to be made in promoting diversity, equity and inclusion.

My organisation voluntarily pledges to promote diversity, equity and inclusion by:

- Having one member of my senior executive team who is responsible and accountable for diversity, equity and inclusion;
- Setting internal targets for diversity, equity and inclusion at all levels of the organisation with particular focus on the Board, executive pipeline and middle management; and
- Reporting progress annually to the NCCG against these targets.