

# DIVERSITY POLICY

## 1. Introduction

The board of directors (the “Board”) of **Indo Asia Finance Limited** (the “Company”) recognizes that a diverse and talented workforce is a competitive advantage and that the Company’s success is the result of the quality and skills of its people. Accordingly, the Board has unanimously adopted this Diversity Policy.

## 2. Policy Objectives

The Company’s overall strategy includes pursuing the following objectives:

- Recruit, manage and promote on the basis of an individual’s competence, qualification, experience and performance, regardless of gender, age, race, nationality, religious beliefs, cultural background, sexual orientation or any other basis;
- Create a workplace characterized by inclusive practices and behaviors for the benefit of all staff and stakeholders, which is free from discriminatory behaviors and business practices;
- Identify relevant factors to be taken into account in the employee selection process and develop practices to limit potential unconscious bias;
- Attract and retain a diverse range of talented individuals to further the Company’s corporate goals;
- Provide appropriate flexible work practices and policies to support employees;
- Establish procedures for monitoring, encouraging and assessing diversity within the Company;
- Take action to discourage discrimination, bullying and harassment.

## 3. Implementation

The Board is accountable for ensuring this Policy is effectively implemented and has delegated oversight to senior management. Each employee of the Company has a responsibility to ensure the policy objectives are achieved.

## 4. Review and Amendment of Policy

This is a policy and is subject to change from time to time by the Board.