

GLENCORE

**DIVERSITY AND
INCLUSION
POLICY**



Introduction

A truly diverse and inclusive culture is crucial to helping us grow Glencore's business and attract, develop and retain talent.

Diversity and inclusion is a business and commercial imperative and a diverse workforce strengthens our culture and our ability to deliver our business objectives. We expect and need our workforce to perform at their best and we strive to create a culture that embraces different perspectives to drive the business forward.

This policy sets out our approach to diversity and inclusion.

Who does this apply to?

This policy applies to all employees, directors, and officers, as well as contractors under Glencore's direct supervision, working for a Glencore office or industrial asset directly or indirectly controlled or operated by Glencore plc worldwide.

We assert our influence over joint ventures we don't control to encourage them to operate in a manner consistent with the intent of this policy.

What is our commitment?

We are committed to building a working environment that enables the full and active participation of everyone in our workforce.

We aim to create an inclusive team culture characterised by openness and constructive challenge, where individuals feel respected, valued and supported.

We embrace and encourage diversity of thought and experience to maximise business performance.

We expect our workplaces to create and communicate processes that enable decision-makers to make decisions which are transparent, objective, fair and free from prejudice.

We review and create policies, benefits and processes that are objective, fair and free from bias and help to maintain a strong, representative and inclusive culture.

We monitor the broad demographic make-up of our employees and work actively to allow everyone's voice to be heard and their contribution to be encouraged.

We commit to treating our workforce fairly and without any form of unlawful discrimination. We will act to protect all employees from discriminatory treatment that is unethical or unlawful.



Speaking openly

We are each responsible for ensuring that we meet our commitments. We expect our employees and contractors to speak openly and raise concerns about possible breaches of the Code of Conduct and this policy with their manager, supervisor or via other available reporting channels. Our Raising Concerns platform is available to employees, contractors and external parties. Glencore takes concerns seriously and handles them promptly.

Glencore has zero tolerance for retaliation against anyone who speaks openly about conduct they believe is unethical, illegal or not in line with our Code of Conduct and policies, even if the concern isn't substantiated, as long as they have not knowingly made a false report.

Consequences

Glencore takes breaches of our Code of Conduct and policies seriously. Consequences for breaching this policy depend on the severity of the breach but may range from a warning to termination of employment. In certain instances, there may also be civil and/or criminal liability.



Key terms

DIVERSITY

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognising and welcoming individual differences. These can include the dimensions of race, colour, religion, sex, sexual orientation, gender identity or expression, family status, pregnancy, age, national origin or ancestry, disability status, union affiliation, political belief or other characteristic protected by law.

INCLUSION

The aim of inclusion is to embrace all people irrespective of race, gender, disability, medical or other need. It is about giving equal access and opportunities and removing discrimination and intolerance.



Additional resources

INTERNAL RESOURCES

- Our Values
- Code of Conduct

EXTERNAL RESOURCES

- International Labour Organisation Declaration on Fundamental Principles and Rights at Work

Our purpose

“Responsibly sourcing the commodities that advance everyday life”

ISSUED BY Group Human Resources
ISSUED ON 01.06.2021
VERSION 1.0

This policy has been approved by
the Board of Directors of Glencore plc

Glencore plc
Baarermattstrasse 3
CH-6340 Baar
Switzerland

TEL +41 41 709 2000
FAX +41 41 709 3000
EMAIL info@glencore.com
WEB glencore.com