



# **DIVERSITY & INCLUSION POLICY**

APRIL 2020  
OCP GROUP



## I. PURPOSE

As a major contributor to the global fertilizer market, OCP Group supports the transition towards a more prosperous, sustainable, and resilient agriculture. The Group is vertically integrated, from phosphate rock extraction to phosphoric acid and fertilizer production, and therefore strategically positioned to deliver its mission: contribute to sustainably feeding a growing world population. This implies considering the environmental, social and governance impacts in every decision that is made.

The success of OCP Group's business comes from its workers, and mainly from the accomplishments and well-being of its employees. OCP Group's goal is to build an inclusive and respectful workplace culture that fosters leaders and allows every person to thrive, contribute and grow. This outlines OCP Group's commitment to enable every employee to achieve their full potential regardless any differences. In the context of OCP Group's Diversity & Inclusion Policy, the Group has identified priority areas:

- Gender.
- Disability.
- Age.
- Academic background.
- Nationality.
- Culture.
- Religion.

Promoting diversity and inclusion will enhance OCP Group's performance and position as a responsible corporate citizen through employees' motivation, creativity, innovation and flexibility.

This Diversity & Inclusion Policy lies under the General Human Capital Policy and further develops the commitment stated on it related to this matter.

In addition, this policy is aligned with the 2030 Agenda and the Sustainable Development Goals (SDG) and specifically with SDG 5: "Achieve gender equality and empower all women and girls", SDG 8: "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all", and SDG 10: "Reduce inequality within and among countries".

## II. SCOPE

This policy is relevant to all OCP Group's employees worldwide. OCP Group also fosters diversity and inclusion within local communities where it operates. OCP Group will comply with applicable laws and collective labour agreements that are in force. In situations where there is a potential discrepancy with international human rights conventions/declarations of the International Labour Organization, the Organization for Economic Cooperation and Development, and the United Nations, OCP Group shall seek to uphold its company values and develop a response on a case-by-case basis.



### III. COMMITMENTS

The Group is committed to:

- Create a supportive and understanding workplace environment free from harassment, where discriminatory behaviours based on gender, disability, age, academic background, culture, religion and nationality policies or practices are prevented and monitored.
- Ensure the compliance of all organizational units with applicable international human rights conventions/declarations of the International Labour Organization, the Organization for Economic Cooperation and Development, and the United Nations, as well as with OCP Group Code of Ethics.
- Respect and foster non-discrimination practices, including equal treatment to men and women, adequate accommodation of people with disabilities, and respect to every culture, religion and nationality. OCP Group is committed to ensure non-discrimination practices when recruiting and throughout the employees' career, at any level of the hierarchy.
- Implement supportive internal mechanisms adapted to everyone's special needs ('reasonable accommodation') such as maternity leave, allowance for parents of children with disabilities or special infrastructures for people with disabilities
- Provide equal opportunities to all OCP Groupworkers throughout their professional careers and regardless of their age.
- Promote a diverse range of academic backgrounds, which is a central pillar of OCP Group's recruitment policy.
- Apply the neutrality principle regarding cultural, religious or national origins, from the time of recruitment and throughout the career path.
- Strive to ensure that recruitment and career development processes are free from all types of discrimination and offer the same opportunities to all employees
- Ensure equal remuneration for male and female employees for work of equal value.
- Promote and support women's careers in technical professions.
- Develop grievance mechanisms in all OCP Group's operations which are legitimate, accessible – especially available in the local language of each location in which it operates and explained efficiently – predictable, equitable, transparent, rights compatible and a source of continuous learning.
- Regularly monitor and assess the effective application of OCP Group's diversity and inclusion mechanisms.
- Continuously improve the relevance of OCP Group's inclusion and diversity mechanisms, in close collaboration with the employees and their representatives.
- Provide training sessions to raise awareness and share good practices about diversity and inclusion issues and benefits with OCP Group's employees and the ecosystem at large.
- Proactively support diversity and inclusion within communities through – but not limited to – the empowerment of woman.



#### IV. IMPLEMENTATION

OCP Group long-term ambition is to reach a balanced representation of gender diversity at all leadership levels and to build a much more diverse, inclusive and integrated Group.

In fact, OCP Group has developed its diversity vision and ambition for 2025 which focuses on three main areas:

- Exemplarity: serve as an example of an inclusive mining company in the world.
- Entrepreneurship: offer new opportunities to women and develop entrepreneurship.
- Education: participate in the education of future generations and promote equal opportunities by breaking down biases as early as possible.

#### V. ESG GOVERNANCE

The responsibility of this policy lies under the ESG / Ethics committee that reports at least twice a year to the Board of Directors / Chief Executive Officer.

#### VI. REPORTING

OCP Group will monitor and report on a regular basis, whenever it is possible, various diversity & inclusion KPIs related to the associated issues covered along this policy – mainly using the related GRI standards (including GRI 405).

For more information on OCP Group's approach to human resources, please consult OCP Group's Sustainability reports available on its website at <https://www.ocpgroup.ma/en/investors/annual-report>.

For consulting all the above-mentioned policies, please visit OCP Group's website <https://www.ocpgroup.ma/en/sustainability/policies-and-standards>.

#### VII. REVIEW

OCP Group will periodically review this policy on a regular basis to evaluate continued relevance, to monitor compliance and to drive continual improvement. OCP Group welcomes feedback and encourages dialogue with any interested party. All feedback and comments on this policy should be sent to [sustainability@ocpgroup.ma](mailto:sustainability@ocpgroup.ma).

Signature: Chief Human Capital and Services Officer