



Diversity and inclusion policy

At Wuma Sports, we believe that diversity and inclusion are essential for creating a positive and welcoming environment for all staff, customers, and stakeholders.

We are committed to creating an environment that values and respects diversity, and where everyone can feel supported and empowered to succeed.

Our diversity and inclusion policy includes the following principles:

1. We believe that diversity is a strength. We are committed to fostering a diverse and inclusive environment that celebrates differences in age, race, ethnicity, gender identity and expression, sexual orientation, religion, ability, and other factors.
2. We will actively seek out and recruit staff from diverse backgrounds. We will ensure that our hiring processes are fair and unbiased, and that we provide equal opportunities for all candidates.
3. We will ensure that our policies and practices promote equity and respect for all individuals.
4. We will provide a safe and respectful environment for all our staff and customers. Discrimination, harassment, or any other form of bias will not be tolerated.
5. We will ensure that our products and services are accessible and inclusive to all customers, regardless of their background or identity.
6. We will engage with diverse communities and organisations to understand their unique perspectives and needs. We will actively seek out opportunities to support and partner with these communities.
7. We will regularly assess our diversity and inclusion efforts and make necessary changes to ensure that we are committed to upholding these principles in all aspects of our business. This policy is not just a statement, but a living document that will guide our actions and decision-making.
8. We recognise that creating a diverse and inclusive environment requires ongoing effort and commitment from everyone. Our company culture is built on respect, empathy, and inclusivity. We believe that when we embrace diversity and inclusion, we create a stronger and more vibrant community for all.
9. We welcome feedback and suggestions from our staff, customers, and stakeholders on how we can improve our diversity and inclusion efforts. Together, we can create an environment that celebrates diversity and empowers everyone to reach their full potential.

Wuma Sports Limited

28 February 2023