



Diversity, Equity, and Inclusion (DE&I) Policy

Approved on August 07, 2024

Pak Oman Asset Management Company Limited (POAMCL)

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1. Introduction

Pak Oman Asset Management Company Limited (POAMCL) is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion (DE&I). Our human capital is our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture but also our reputation and the Company's achievement.

2. Purpose

The purpose of this DE&I policy is to:

- Promote a workplace environment that embraces diversity and inclusion.
- Ensure equity in all our practices and policies.
- Create a culture where employees feel respected, heard, and valued.

3. Scope

This policy applies to all employees, interns, and stakeholders of POAMCL.

4. Definitions

- **Diversity:** The presence of differences within our workforce, including but not limited to race, gender, religion, age, disability, sexual orientation, education, and national origin.
- **Equity:** Ensuring fair treatment, opportunities, and advancement while striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion:** Creating an environment where individuals or groups can be welcomed, respected, supported, and valued.

5. Policy Statements

5.1. Commitment to Diversity

POAMCL is committed to:

- Recruiting, hiring, and retaining a diverse workforce.
- Encouraging diverse perspectives and ideas in all decision-making processes.
- Celebrating and respecting individual differences.

5.2. Commitment to Equity



POAMCL will:

- Ensure all employees have access to the same opportunities for advancement and development.
- Implement fair compensation practices.
- Provide equitable access to resources, training, and professional development.

5.3. Commitment to Inclusion

POAMCL strives to:

- Foster a workplace culture where every voice is heard and valued.
- Promote inclusive leadership and management practices.
- Encourage open communication and dialogue about diversity and inclusion.

6. Implementation

6.1. Leadership Responsibility

- Leaders at all levels are responsible for promoting and implementing DE&I initiatives.
- Management will be held accountable for creating and maintaining an inclusive environment.

6.2. Employee Responsibility

- Every employee is expected to contribute to a positive and inclusive work environment.
- Employees should respect and embrace the diversity of their colleagues.

7. Monitoring and Evaluation

- POAMCL will regularly review and assess the effectiveness of its DE&I policies and practices.
- Employee feedback will be solicited to identify areas for improvement.

8. Reporting and Addressing Concerns

- Any employee can report DE&I concerns or incidents to the head of the department, compliance department, HR department, or CEO.
- All reports will be treated seriously and investigated promptly.
- Retaliation against employees who report concerns will not be tolerated.

9. Communication

- This DE&I policy will be communicated to all employees and stakeholders.

10. Review and Updates



- This policy will be reviewed annually and updated as necessary to reflect company practices or changes in legal requirements.

11. Conclusion

POAMCL is dedicated to building and maintaining a diverse, equitable, and inclusive workplace where all employees can thrive and contribute to the company's success. We believe our commitment to DE&I will drive innovation, enhance our reputation, and foster a more dynamic and effective organization.



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