



SUCCESS BEYOND NUMBERS

MCB DEI Charter

January 2026

MCB DEI Charter: Embracing Respect to Create a Positive Impact

At MCB, we believe that true success goes beyond numbers. By embracing diversity, equity and inclusion, we aim to help shape a fairer and more inclusive workplace and positively impact society. This Charter is our pledge to create an environment where every individual feels valued, respected, and empowered to thrive, in line with our purpose *Success Beyond Numbers*, our values and our Shared Ways of Working.

Our Vision: We are an organisation where diversity is celebrated, equity is ensured, and inclusion empowers every individual to thrive and contribute to a high-performing, people-centered community that delivers world-class customer experiences and results.

Our Commitments:

1. **Equity and Fairness:** We uphold the principle of non-discrimination in every decision and stage of the employee lifecycle, ensuring fair treatment for all employees.
2. **Fair and Equitable Rewards:** We commit to equal pay for equal work and to rewarding performance in ways that are fair, transparent and inclusive.
3. **Inclusive Leadership:** We strive for leadership and governance bodies that reflect the diversity of the societies we serve in gender, culture, ethnicity, and social background, while fostering inclusive decision-making.
4. **Embedding Inclusion in Policies and Practice:** We integrate DEI perspectives into all policies and processes, ensuring they support a culture of belonging and respect.
5. **Safe and Respectful Workplace:** We are committed to providing a workplace that is free from violence, bullying and harassment, where dignity is always protected.
6. **Flexibility and Wellbeing:** We support flexible work arrangements and initiatives that enable employees to balance professional and personal commitments.

Our Actions:

1. **Leadership and Accountability:** Every leader is responsible for championing DEI, with a senior executive sponsor ensuring oversight, accountability, and progress.
2. **Awareness and Training:** We raise awareness and reduce unconscious bias through targeted training for managers and employees, promoting non-discrimination and diversity at every level.
3. **Partnership and Advocacy:** We partner with NGOs and stakeholders to advocate for DEI nationally and regionally, extending our impact beyond the workplace.
4. **Measure and Improve:** We set internal DEI targets, regularly assess our progress, and adapt our strategies to continually improve.
5. **Transparency and Trust:** We share outcomes openly with employees and stakeholders. Employee Resource Groups (ERGs) are playing a vital role in shaping and advancing our DEI journey.

Through this charter, we reaffirm MCB's dedication to creating a positive impact, both in the workplace and in the marketplace. By working with the National Committee on Corporate Governance (NCCG) and other external stakeholders, we will help build a business community that is diverse, equitable, inclusive, and sustainable, setting a benchmark for others to follow.

Revision History

Date	Version	Action	Amendments	Reviewed/ Approved by	Approved Date
September 2025	1.0	New Policy	N/A	Management Committee	January 2026
January 2028	2.0	Formal Review			