



## **Templeton Global Growth Fund Ltd (“Company”) Diversity Policy**

### **INTRODUCTION:**

Templeton Global Growth Fund Ltd (“Company”) values diversity and recognizes the benefits it can bring.

The nature of an investment company is such that it can be run efficiently with a small number of employees. In the Company’s case, it outsources the investment management and administration functions, which results in even fewer people being employed in the running of the Company. The Company’s only employees are its non-executive Directors.

### **RESPONSIBILITY FOR DIVERSITY:**

The Review Committee (a committee of the Board of Directors) is responsible for the oversight of the Diversity Policy and reports annually to the Board of Directors on the Company’s progress towards achieving appropriate levels of diversity.

Recruitment of new Directors or employees is based on merit and structured in such a way so that a diverse range of candidates are considered. Consideration is also given to the Company’s diversity criteria including, but not limited to, skills, qualifications, experience, gender, age, ethnicity and cultural background.

### **CULTURE:**

The Company accepts, appreciates and supports that Directors or employees have domestic responsibilities. The Company’s work practices are designed to accommodate flexible workplace practices. In order to maintain a properly functioning diverse workplace, under no circumstances will the company tolerate discrimination, harassment, vilification and victimization of Directors or employees.

### **MEASUREABLE OBJECTIVES:**

Given the Company’s size and its functional objectives, key performance indicators for the Board have not been established around the Diversity Policy. However, the Company is committed to an overall female workforce participation percentage of at least 20%.

**Approved by the Templeton Global Growth Fund Ltd Board on 27 June 2019.**