



DIVERSITY AND INCLUSION POLICY

The main objective of our diversity and inclusion policy is to promote a dynamic and inclusive workplace where every individual feels valued and recognized. We are committed to actively combating bias and discrimination in all forms, fostering a culture that not only accepts differences but also harnesses them to drive our shared success. It's essential that our company is a place where people from diverse backgrounds feel welcomed, respected, and appreciated.

Key elements of this policy highlight the importance of ensuring equal opportunities for all employees. We will create a comprehensive training and inclusion program tailored to meet the diverse needs of our workforce, in addition to robust support for Employee Resource Groups (ERGs) that amplify diverse voices within our organization.

The benefits of nurturing an inclusive environment are substantial. Drawing from diverse perspectives leads to greater innovation and creativity, resulting in increased employee engagement and satisfaction. This, in turn, fosters a collaborative atmosphere that enhances decision-making processes. Our dedication to diversity and inclusion will not only strengthen our reputation but also enable us to adopt best practices within the industry. By promoting diverse hiring practices to attract a wide array of candidates and emphasizing D&I training, we will reflect the evolving demographics, legal requirements, and best practices—all within a culture rooted in respect.

With strong leadership and a steadfast commitment to diversity, we will ensure ongoing training sessions and establish a framework for accountability that allows us to effectively track our progress.

Consequently, we anticipate a well-executed diversity and inclusion policy that not only sparks innovation but also fosters deeper employee engagement and, ultimately, contributes to business success. We prioritize the protection of individuals who report discrimination, ensuring their confidentiality and providing a safe environment for reporting.