

# Diversity, Equity and Inclusion Policy



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## Diversity, Equity and Inclusion Policy

### **1. Introduction**

At DIMAND S.A., we are committed to fostering a diverse, equitable, and inclusive workplace environment. We believe that embracing diversity and promoting equity and inclusion not only enhances our company culture but also strengthens our ability to achieve our goals and drive innovation.

This Policy aligns with and supports our Code of Business Conduct and Ethics, which sets forth our company's ethical principles and expectations for employee behavior. The principles outlined in our Code of Business Conduct and Ethics, such as treating others with dignity and respect, promoting a fair and inclusive work environment, and prohibiting discrimination and harassment, directly support the objectives of this Policy. By adhering to both the Code of Business Conduct and Ethics and this Policy, we ensure that our employees understand and uphold the values of diversity, equity, and inclusion in all aspects of their work. These policies work in tandem to create a workplace culture that fosters respect, fairness, and inclusivity for every individual, regardless of their background or identity.

By implementing and upholding this Diversity, Equity, and Inclusion Policy, we affirm our commitment to creating a workplace where diversity is celebrated, equity is promoted, and inclusion is practiced at all levels. Together, we can build a stronger, more innovative, and more inclusive organization.

### **2. Commitment to Diversity, Equity, and Inclusion**

We are committed to creating and maintaining a diverse workforce that reflects the communities in which we operate. We value and embrace the unique perspectives, experiences, and backgrounds of all individuals, including but not limited to race, gender identity or expression, disability, ethnicity, marital status, physical and mental ability, religion, sexual orientation, socio-economic status.

We recognize that diversity alone is not enough. We are equally committed to fostering an inclusive and equitable workplace where everyone feels valued, respected, and empowered to contribute their best.

We believe in fair treatment with dignity and respect at all times for all employees and we are dedicated to eliminating discrimination, bias, and harassment in all its forms.

### **3. Management Accountability**

Our Management is responsible for setting the tone at the top and demonstrating a commitment to diversity, equity, and inclusion through their actions and decisions.

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## Diversity, Equity and Inclusion Policy

Our Management will actively support and promote diversity, equity, and inclusion initiatives within the organization and ensure that resources are allocated to foster a culture of inclusion.

Our Management will be held accountable for creating and maintaining an inclusive work environment and for addressing any issues or concerns related to diversity, equity, and inclusion.

### **4. Recruitment and Hiring**

We are committed to building a diverse workforce that mirrors the communities in which we operate. We actively seek to attract and retain talented individuals from all backgrounds.

We will implement fair and inclusive recruitment and hiring practices to attract a diverse pool of qualified candidates.

We will ensure that job descriptions and qualifications are free from bias and directly related to the requirements of the role.

We will establish diverse hiring panels and provide unconscious bias training to all individuals involved in the hiring process.

### **5. Employee Development and Advancement**

We are committed to providing equal opportunities for career development and advancement to all employees.

We will provide ongoing training and development programs to enhance employees' skills, knowledge, and awareness of diversity, equity, and inclusion.

We will establish mentorship and sponsorship programs to support the professional growth of employees from underrepresented groups.

We will regularly review and assess our performance management processes to ensure fairness and transparency in evaluations, promotions, and compensation decisions.

### **6. Inclusive Workplace Culture**

We are committed to creating an inclusive workplace where every individual feels a sense of belonging, irrespective of their background or identity.

We will foster an inclusive workplace culture where all employees feel safe, respected, and valued.

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## Diversity, Equity and Inclusion Policy

We promote open and transparent communication, encourage the expression of diverse perspectives, and value contributions from all employees.

We will not tolerate discrimination, harassment, or retaliation and will promptly address any concerns or complaints brought to our attention.

We will provide reasonable accommodation to employees with disabilities or special needs to ensure equal opportunities for success.

### **7. Community Engagement**

We will actively engage with and support organizations and initiatives that promote diversity, equity, and inclusion in our communities.

We will participate in outreach programs, partnerships, and sponsorships that contribute to building diverse talent pools and promoting equal opportunities.

We will strive to contribute positively to the social and economic development of the communities in which we operate.

### **8. Reporting Inappropriate Conduct**

If an employee believes that they or another individual has been subjected to conduct prohibited by this Policy, the employee is urged and expected to report the relevant facts promptly. An employee may make a report any time as described in our *Whistleblowing Policy* and our *Workplace non-discrimination, anti-harassment, and violence prevention Policy*.

We take allegations of discrimination, harassment and bullying seriously and ensure they are appropriately investigated. All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or resolution of the matter.

We encourage employees to report in good faith any possible violation of this Policy.

### **9. Prohibition of Retaliation**

We will not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this Policy, or in good faith provide information in connection with a report or investigation of any such conduct.

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## Diversity, Equity and Inclusion Policy

### **10. Consequences**

Employees who do not comply with this Policy and/or are found to have engaged in discrimination, harassment or bullying, will be subject to appropriate disciplinary action, up to and including termination of employment.

### **11. Regular Evaluation and Improvement**

We will regularly evaluate the effectiveness of our diversity, equity, and inclusion initiatives and programs.

We will collect and analyze relevant data to measure our progress, identify areas for improvement, and set goals for continued advancement.

We will review and update this Policy periodically to ensure alignment with best practices and evolving societal norms.

The Company reserves the right to modify, suspend, change or terminate this Policy at any time, in accordance with local law.

This Policy does not create any contractual rights or obligations, whether expressed or implied.