



# Equity & Diversity Policy

This Equity and Diversity Policy underscores Technetix' commitment to promoting a culture of inclusivity, equity, and respect for all individuals. By embracing diversity and fostering an inclusive workplace environment, we aim to strengthen our organization, enhance employee satisfaction, and drive sustainable business success.

## Why is it important?

Promoting equity and diversity within the workplace is crucial for fostering innovation, creativity, and employee engagement. It aligns with Technetix' values of inclusivity, fairness, and respect for all individuals. Additionally, compliance with local employment laws regarding equality and diversity is essential to mitigate legal risks and uphold our commitment to social responsibility.

## Who does this policy apply to?

This policy applies to all employees, contractors, consultants, temporary workers, and any other individuals representing Technetix in any capacity.

## Our approach

### a. Inclusive Recruitment and Hiring Practices

Ensure job vacancies are advertised widely to attract a diverse pool of candidates. Implement fair and unbiased selection criteria and procedures to eliminate discrimination and promote equal opportunities for all applicants. Provide training to hiring managers on diversity awareness and unconscious bias.

### b. Equal Opportunities and Fair Treatment

Prohibit discrimination on the basis of race, color, ethnicity, nationality, religion, gender, sexual orientation, age, disability, or any other protected characteristic. Foster a culture of respect and inclusivity where all employees feel valued and empowered to contribute their unique perspectives and talents. Implement reasonable accommodations for employees with disabilities to ensure equal access to employment opportunities and facilities.

### c. Training and Development

Offer training programs to raise awareness of diversity issues and promote inclusive behaviors among employees. Provide career development opportunities and support for underrepresented groups to advance within the organization.

### d. Employee Resource Groups

Encourage the formation of employee resource groups or affinity networks to support and celebrate diversity within the company. Provide resources and support for these groups to organize events, initiatives, and networking opportunities.



## Our Objectives

- Create a workplace culture that embraces and celebrates diversity in all its forms.
- Ensure equal opportunities for career advancement and professional development for all employees.
- Attract and retain a diverse talent pool that reflects the communities we serve.
- Enhance innovation, creativity, and problem-solving by leveraging diverse perspectives and experiences.

## Responsibilities

There are two areas of our business who has responsibility for ensuring that the elements of this policy are met.

e. Management:

Set the tone from the top by demonstrating a commitment to equity and diversity in all aspects of business operations. Allocate resources and support initiatives aimed at promoting diversity and inclusion within the organization.

f. Employees:

Respect the rights and dignity of colleagues from diverse backgrounds and treat everyone with fairness and kindness. Participate in diversity training and education programs to enhance awareness and understanding of different perspectives. Actively contribute to creating an inclusive and welcoming work environment for all.

## Monitoring and Review

To ensure that this policy is effective, we will:

- Regularly assess the effectiveness of diversity initiatives and programs through employee feedback, surveys, and diversity metrics.
- Review recruitment, retention, and promotion practices to identify any disparities or areas for improvement.
- Conduct periodic audits to ensure compliance with local employment laws regarding equality and diversity.