



EQUAL OPPORTUNITY, DIVERSITY, AND INCLUSION POLICY

Purpose

The purpose of this policy is to create a workplace that celebrates diversity, promotes fairness, and values everyone's contributions.

Scope

This policy applies to all employees, job applicants, customers, and any other relevant stakeholders associated with the Company.

Policy Statement

Cernol Ltd is committed to create an environment where everyone, regardless of their background, identity, or characteristics, is treated with respect, fairness, and consideration. We embrace and celebrate our differences throughout the employee journey. We also recognise our role in empowering employees to bring their authentic selves to work by building a safe and inclusive culture. We firmly believe that a diverse workforce enriches our perspectives, and our strength comes from everyone's uniqueness.

Commitments

The Company aims to attract, hire, and retain employees from diverse backgrounds and experiences. We promote a workplace culture that values and respects all individuals, encourages open dialogue, and appreciates the unique contributions of each employee.

Cernol is committed to providing reasonable accommodations for individuals with disabilities to ensure equal access to employment opportunities and the work environment and to enable them to perform essential job functions, as required by applicable laws.

All employment decisions will be based on merit, qualifications, and job-related criteria.

We are dedicated to ensuring equal pay for equal work and experience, regardless of gender, race, or any other protected characteristic. Compensation decisions will be based on factors such as job responsibilities, skills, experience, and market standards.

Our recruitment and hiring processes will be fair and free from bias. We will actively seek out candidates from diverse backgrounds and ensure that our selection criteria are inclusive and relevant to the job.

Definition

Equal opportunity refers to the principle that all individuals should have the same chances, rights, and access to opportunities, regardless of their characteristics, background, or identity and are treated fairly and without bias. The goal is to ensure that everyone has an equitable chance to succeed and reach their full potential, regardless of any inherent differences.

Diversity in the context of an organization, diversity refers to the presence of a wide range of individual differences and unique characteristics among its workforce. Embracing diversity infers recognizing and appreciating these various attributes and perspectives.

Inclusion is the mindset that enables us to create an environment where all individuals feel welcomed, valued, and empowered to participate fully and contribute to the organisation's success. It involves fostering a culture of belonging, respect, and open communication.



Roles and Responsibilities

Leadership Commitment

Company leadership is responsible for promoting and exemplifying the values of diversity, inclusion, and equal opportunity within the organization. Management work to create an inclusive culture and ensure that employment decisions are made based on merit and in compliance with this policy.

Human Resources

The Human Resources Department plays a critical role in developing and implementing this policy and subsequent training programs and initiatives. They are also responsible for monitoring the progress of diversity and inclusion efforts.

Employees

All employees are expected to embrace the principles of this policy, treat each other with respect and dignity, and actively contribute to the creation of an inclusive work environment.

Awareness and Communication

Cernol Ltd will provide ongoing training and education to all employees to raise awareness, challenge biases, and promote understanding and cultural competence.

We will communicate this policy to all employees and any other relevant stakeholders to ensure its understanding throughout the organisation.

Monitoring and Review

This Policy will be reviewed periodically to ensure its effectiveness and alignment with changing needs and best practices.

Date: September 2023

Approved by:

Olivier Constantin
General Manager