

# Diversity, Equity and Inclusion Policy

## Introduction

BID Company is committed to fostering a workplace that reflects the diversity of the world we live in, ensuring equity and inclusion for all members of our community. We recognize that diversity is a source of strength and innovation, and we are dedicated to cultivating an organization that respects and celebrates individual differences.

## Definitions

- *Diversity*: The variety of perspectives, experiences, and individual characteristics that contribute to the richness of our organization.
- *Equity*: Fair and impartial treatment of all individuals, ensuring access to the same opportunities and benefits.
- *Inclusion*: The active engagement of every individual, ensuring that all feel respected, valued, and integral to our work environment.

## Commitment to Equal Opportunities

The organization is committed to providing equal opportunities to all employees, regardless of race, color, religion, sex, sexual orientation, gender identity, age, ability, socioeconomic status, or any other characteristic protected by applicable law.

## Recruitment and Selection

We adopt recruitment and selection practices aimed at ensuring a diverse representation of talents. Candidates are evaluated based on skills and qualifications, promoting unbiased decision-making processes.

## Training and Development

We provide regular training on diversity, equity, and inclusion to raise awareness among employees and promote understanding.

We are committed to the ongoing development of all employees, fostering a culture of continuous learning.

## Inclusive Workplace Culture

We cultivate a work environment that promotes mutual respect, collaboration, and open communication among all team members, encouraging an inclusive culture where diverse perspectives are valued and embraced.



## **Anti-Discrimination and Harassment**

We expressly prohibit discrimination and harassment based on any protected characteristic. Clear and confidential reporting mechanisms are provided for addressing incidents of discrimination or harassment.

## **Accommodations for Disabilities**

We provide reasonable accommodations to ensure that employees with disabilities can perform their duties effectively.

## **Monitoring and Reporting**

Metrics have been implemented to monitor progress in promoting diversity, equity, and inclusion. Regular communication of results are conducted, identifying areas for improvement.

## **Review and Update**

This policy is subject to periodic review to ensure its relevance and effectiveness. Changes are made as necessary. Leadership Commitment: The organization's leadership commits to setting an example of inclusive behavior and actively supporting diversity initiatives.

## **Communication**

This policy is communicated to all employees and made publicly available.

## **Enforcement**

Violations of this policy are addressed with appropriate disciplinary actions, which may include mandatory training, suspension, or, in severe cases, termination of employment.