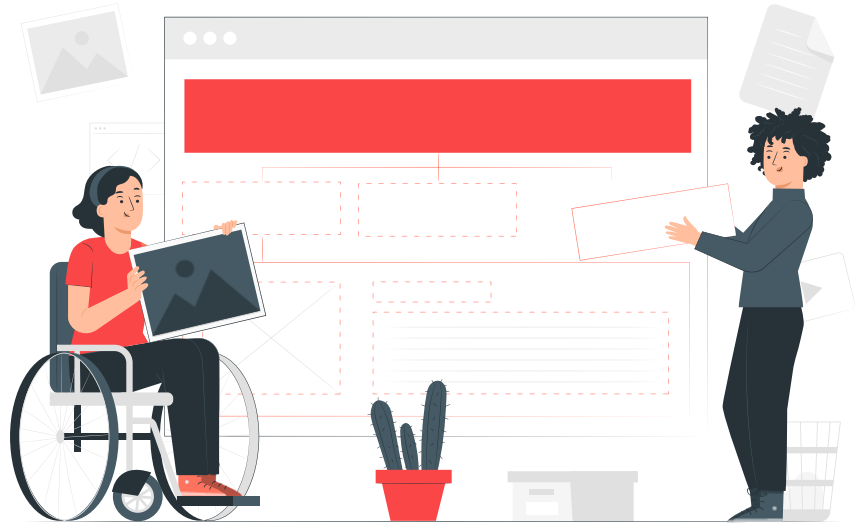


## Workplace Inclusivity and Sensitivity Policy

At Acuiti Labs, we are dedicated to fostering a workplace that values inclusivity, respect, and sensitivity towards all employees, regardless of their gender, sexual orientation, race, religion, nationality, or other personal characteristics. Creating a diverse and inclusive environment is essential for preventing harassment and promoting a culture where all employees feel safe, valued, and supported.



This section outlines the company's commitment to inclusivity, sensitivity training, and the promotion of a respectful work environment across all regions.

### Commitment to Diversity and Inclusivity

Inclusivity is at the core of Acuiti Labs' workplace policies. We strive to create an environment where every employee can thrive, free from discrimination, harassment, or exclusion based on any personal characteristic or background.

#### Key Principles:

- **Equal Opportunity:** We are committed to providing equal opportunities for all employees in hiring, promotions, training, and other workplace activities, regardless of gender, race, ethnicity, disability, sexual orientation, or religion.
- **Non-Discrimination:** Discrimination of any kind is strictly prohibited at Acuiti Labs. This includes both direct discrimination (e.g., unequal treatment based on gender or race) and indirect discrimination (e.g., policies or practices that disadvantage certain groups). Please see the Equal Opportunity and Anti-Discrimination Policy for further details.
- **Inclusive Policies:** All of Acuiti Labs' workplace policies are designed with inclusivity in mind, ensuring that they promote equality and prevent discriminatory practices.

## Promoting Sensitivity in the Workplace

Sensitivity to differences in gender, culture, and personal backgrounds is crucial for creating a respectful and supportive work environment. Acuiti Labs provides ongoing training to employees at all levels to raise awareness about the importance of respect, empathy, and inclusivity.

### Sensitivity Training:

- **Cultural Awareness:** Employees receive training on cultural differences and how these differences may impact communication, behavior, and workplace expectations. This includes understanding and respecting cultural norms related to gender, personal space, and communication styles.
- **Unconscious Bias Training:** To prevent unintentional discrimination, employees undergo training on unconscious biases. This training helps employees recognize and address their own biases and adopt more inclusive behaviors.
- **Gender Sensitivity:** Gender sensitivity training emphasizes the importance of understanding and addressing gender dynamics in the workplace, ensuring that all people feel equally valued and respected, regardless of gender.

### Country-Specific Sensitivity:

Given that Acuiti Labs operates in multiple regions, sensitivity training is tailored to account for regional differences in legal requirements, social norms, and cultural expectations.

## Creating a Respectful and Inclusive Work Environment

Acuiti Labs encourages all employees to contribute to a workplace culture that is welcoming, respectful, and inclusive. Building an environment of mutual respect helps to prevent harassment, discrimination, and exclusion.

### Employee Responsibilities:

- **Respect for Differences:** Employees are expected to respect and to embrace the diversity of their colleagues, including but not limited to differences in gender, race, religion, nationality, and sexual orientation.
- **Open Communication:** Employees are encouraged to engage in open, respectful communication with colleagues, addressing any concerns or misunderstandings in a constructive manner.
- **Zero Tolerance for Discrimination:** Any form of discriminatory behavior, harassment, or exclusion will not be tolerated. Employees are encouraged to report any instances of discriminatory conduct to HR or the designated authority. Please see the Equal Opportunity and Anti-Discrimination Policy for further information.

### **Inclusive Practices:**

- **Inclusive Language:** Employees are encouraged to use inclusive language that respects all genders, cultures, and backgrounds. For example, using gender-neutral language when addressing groups or avoiding language that may be offensive or alienating to any group.
- **Inclusive Decision-Making:** Acuiti Labs promotes inclusive decision-making processes that consider diverse perspectives and ensure all voices are heard, especially when developing policies or making strategic decisions that affect employees.

### **Supporting Underrepresented Groups**

Acuiti Labs is committed to supporting underrepresented groups within the organization, ensuring that they have equal opportunities for growth, development, and leadership roles. Specific initiatives may be implemented to support the unique needs of these groups, such as:

#### **Key Initiatives:**

- **Mentorship Programs:** Mentorship opportunities are available to support employees from underrepresented groups, helping them develop their careers and overcome barriers to advancement.
- **Employee Resource Groups (ERGs):** Acuiti Labs supports the formation of ERGs that allow employees to connect with colleagues who share similar backgrounds, interests, or challenges. These groups provide a platform for networking, support, and advocacy.
- **Leadership Development:** Programs are in place to identify and develop diverse leaders within the company, ensuring that individuals from underrepresented groups are represented in leadership roles.

## Preventing Discrimination and Harassment

To maintain an inclusive and harassment-free workplace, Acuiti Labs actively enforces policies that prevent discrimination and sexual harassment. This includes implementing clear reporting mechanisms, disciplinary measures, and making ongoing efforts to raise awareness about the impact of discriminatory behavior. Please see the Equal Opportunity and Anti-Discrimination Policy for further information.

### Preventative Measures:

- **Harassment Prevention Training:** Employees undergo regular training on sexual harassment prevention and reporting procedures, tailored to regional laws.
- **Clear Reporting Mechanisms:** Employees are provided with clear instructions on how to report discrimination or harassment, with multiple channels available for confidential reporting.
- **Anti-Discrimination Policies:** Acuiti Labs' anti-discrimination policies explicitly prohibit any form of bias or exclusion based on gender, race, sexual orientation, disability, or any other characteristic and seek to educate employees on the importance of treating all colleagues with respect.

## Inclusive Hiring and Promotion Practices

Acuiti Labs ensures that its hiring and promotion practices are fair, transparent, and inclusive. This commitment is essential for building a diverse workforce and fostering long-term equality in the workplace. Please see the Recruitment and Hiring Policy for further information.

### Inclusive Hiring:

- **Diverse Candidate Pool:** Efforts are made to attract candidates from diverse backgrounds through targeted recruitment initiatives and partnerships with organizations that promote diversity in the workplace.
- **Bias-Free Interviews:** All hiring managers are trained to conduct interviews without bias, ensuring that candidates are evaluated based on their qualifications and experience rather than personal characteristics. Reasonable adjustments are made where required to ensure that candidates can be fairly evaluated for the requirements of a particular role.

### **Promotion Based on Merit:**

- **Performance-Based Promotions:** Promotions are based strictly on performance, qualifications, and leadership potential. Employees from all backgrounds are given equal opportunities to advance within the company.
- **Diversity in Leadership:** Acuiti Labs aims to increase diversity in leadership positions, ensuring that individuals from underrepresented groups have the same opportunities to lead as their peers.