



# Diversity and Inclusion Policy

## **Respect for Diversity**

Respecting diversity means valuing different ways of thinking, other cultures, and all facets of society. It requires openness and inclusion in all our interactions, both within and outside our company. Diversity and inclusion are integral to Conexsol's culture. Our goal is to foster a workplace culture that provides equal opportunities for all, where everyone is treated with dignity and respect.

## **Commitment to Gender Equality**

Gender balance is essential, not just for us as an organization but also for society as a whole. We recognize that gender equality, women's rights, and access to education for women and girls worldwide are fundamental to creating shared value for our business and society. Our culture is rooted in respect—respect for ourselves, for others, for diversity, and for the future. Our flexible work practices enable us to adapt to a constantly changing world, promoting an inclusive environment that brings our purpose and values to life every day.

## **Creating a Discrimination-Free Environment**

At Conexsol, we value Diversity, Inclusion, and Respect. We are committed to long-term equality of opportunity and the rejection of discrimination. We will not tolerate disrespectful behavior, inappropriate remarks, or unfair treatment of others based on sex, race, ethnicity, religion, age, nationality, ancestry, citizenship, sexual orientation, gender identity and/or expression, disability, marital status, veteran status, or any other legally protected status.

## **Zero Tolerance for Discrimination**

We will not accept, and will take immediate disciplinary action—up to and including termination—against any employee who:

- Makes inappropriate comments or jokes about sex, race, ethnicity, religion, age, nationality, ancestry, citizenship, sexual orientation, gender identity and/or expression, disability, marital status, veteran status, or any other legally protected status.
- Refuses to hire candidates based on sex, race, ethnicity, religion, age, nationality, ancestry, citizenship, sexual orientation, gender identity and/or expression, disability, marital status, veteran status, or any other legally protected status.
- Denies promotion or advancement to an employee based on sex, race, ethnicity, religion, age, nationality, ancestry, citizenship, sexual orientation, gender identity and/or expression, disability, marital status, veteran status, or any other legally protected status.

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