1. Introduction

EGO Technology Group is committed to creating a diverse and inclusive workplace where everyone feels valued, respected, and has equal opportunities to succeed. We recognise that diversity encompasses a wide range of characteristics, including but not limited to: age, disability, ethnicity, gender, gender identity, marital status, national origin, race, religion or belief, sexual orientation, and socio-economic background.

We believe that a diverse and inclusive workforce is essential for our success. It fosters innovation, creativity, and a better understanding of our customers and the communities we serve. This policy outlines our commitment to diversity and inclusion and provides a framework for creating a workplace where everyone can thrive.

2. Scope

This policy applies to all employees, contractors, secondees, and anyone working for or on behalf of EGO Technology Group, including those in senior management and the board of directors. It covers all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, and termination.

3. Our Commitment

EGO Technology Group is committed to:

- Equal Opportunities: Providing equal opportunities for all, regardless of their background or characteristics.
- Fair Treatment: Treating everyone with respect and dignity and ensuring that all decisions are made fairly and without bias.
- Inclusive Culture: Creating a workplace culture where everyone feels welcome, valued, and able to contribute their unique skills and perspectives.
- Accessibility: Ensuring that our workplace and services are accessible to people with disabilities.
- Continuous Improvement: Regularly reviewing and improving our diversity and inclusion practices to ensure they are effective and aligned with best practices.

4. Key Principles

- Recruitment and Hiring: We will actively seek to attract a diverse pool of candidates and ensure that our recruitment processes are fair and unbiased. This includes using diverse recruitment channels, implementing blind resume screening, and providing diversity and inclusion training to hiring managers.
- Training and Development: We will provide training and development opportunities to all employees to help them reach their full potential. This includes diversity and inclusion training to raise awareness and promote understanding.
- Promotion and Advancement: We will ensure that promotion and advancement opportunities are based on merit and potential, and that all employees have equal access to these opportunities.
- Compensation and Benefits: We will provide fair and equitable compensation and benefits to all employees.
- Work-Life Balance: We will support employees in balancing their work and personal lives through flexible working arrangements and other initiatives.

- Addressing Discrimination and Harassment: We have a zero-tolerance policy for discrimination and harassment of any kind. Any incidents of discrimination or harassment will be investigated promptly and thoroughly, and appropriate action will be taken.

5. Responsibilities

- Senior Management: Senior management is responsible for championing diversity and inclusion and ensuring that this policy is implemented effectively.
- Managers and Supervisors: Managers and supervisors are responsible for creating a diverse and inclusive team environment and for addressing any issues of discrimination or harassment.
- All Employees: All employees are responsible for treating each other with respect and dignity and for contributing to a positive and inclusive workplace culture.

6. Monitoring and Evaluation

EGO Technology Group will regularly monitor and evaluate our diversity and inclusion performance. This includes collecting and analysing data on the diversity of our workforce, conducting employee surveys, and reviewing our policies and practices.

7. Reporting Concerns

Any employee who believes they have experienced or witnessed discrimination, or harassment should report it to their line manager, the HR Department, or the Designated Diversity and Inclusion Officer. All reports will be treated confidentially and investigated promptly and thoroughly.

8. Policy Review

This Diversity and Inclusion Policy will be reviewed annually and updated as necessary to ensure its effectiveness and compliance with relevant legislation and best practices.

9. Further Information

If you have any questions or require further clarification regarding this policy, please do not hesitate to contact the HR Department or the Designated Diversity and Inclusion Officer.