

Diversity, Equity, and Inclusion Policy

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	1	10/10/2023	Chief Executive Officer	1

Diversity, Equity, and Inclusion Policy

1. Purpose

This Policy outlines our approach to Diversity, Equity and Inclusion and the actions we are committed to take.

2. Scope / Applicability

This Policy applies to all SADAFCO employees, Associates, consultants, contractors, interns, or any other person associated with SADAFCO.

3. Overview

Diversity is what we mean when we say that it refers to all the qualities that make us who we are. This covers the identities we have based on traditional demographics like age, race, gender, religion, and disability, as well as other characteristics like our socioeconomic history, responsibility for taking care of others, personality, mental health, physical appearance, and more.

4. Attracting and developing diverse talent

We pledge to take the following steps to ensure that everyone has equal access to chances for recruitment and growth.

- Whenever possible, we try to gauge diversity, equity, and inclusion among all our employees. This helps us comprehend our culture and the experiences of various SADAFCO groups. We may use it to track our progress and establish ambitious goals to bring about change more quickly.
- We are dedicated to removing obstacles in hiring. Only values, qualifications, performance, skills, habits, experience, and expertise are taken into consideration when we hire. We make sure there is no accidental prejudice in job postings. Our recruiters and recruiting managers receive training, and we hire from a variety of places. Everything we do is also bound by applicable labour Law.

5. Encouraging feedback:

Inclusion is a journey, and we want employees to feel that they can learn to grow. As a result, we support an environment where employees feel comfortable to "call out" conduct that might be interpreted as discriminatory. Employees might be directed by this feedback to adopt more inclusive language, treatment, and bias-free procedures. We ensure sensitivity and anonymity through our "Whistle blower" service: a companywide mechanism to facilitate confidential, anonymous feedback.

Where grievance processes are needed, we ensure that feedback about biased or discriminatory behaviour based on gender, race, disability, or any other factor can be given in confidence to our corporate function. Grievances are handled sensitively, and recourse is provided to remedy the situation.

As part of the performance management process employees are assessed on our values which relate to diversity, equity and inclusion, and these assessments impact reward decisions.

SADAFCO will make this Policy available to the public and all stakeholders.

This Policy, supported by the Human Resources, will be applied to all business operations and services carried out by SADAFCO.

SADAFCO requires all employees and stakeholders to fully conform with SADAFCO's Diversity, Equity, and Inclusion Policy to ensure it achieves its goals and objectives.

SADAFCO CEO signed this Policy in recognition of his responsibility for SADAFCO's Diversity, Equity, and Inclusion practices.

Patrick Stillhart
Chief Executive Officer



Public