

Diversity, Equity & Inclusion (DEI) Policy

PURPOSE

Our Diversity, Equity, and Inclusion (DEI) Policy is established to foster a workplace culture that values and respects the unique perspectives, backgrounds, and experiences of all individuals. We aim to create an environment where diversity is celebrated, equity is ensured, and inclusion is embedded in all aspects of our operations. By embracing diversity and promoting equity and inclusion, we not only enhance employee satisfaction and well-being but also drive innovation, creativity, and organisational success.

SCOPE

This policy applies to all employees, contractors, clients, customers, and stakeholders associated with our organisation. It encompasses recruitment, hiring, training, performance evaluation, promotion, compensation, and all other employment practices. Additionally, it extends to our interactions with clients, customers, suppliers, and the communities in which we operate. We are committed to upholding the principles of diversity, equity, and inclusion in all our endeavours.

POLICY STATEMENT

BreatheSafe is committed to:

1. **Diversity:** We recognise and celebrate the diversity of our workforce, including but not limited to differences in race, ethnicity, gender identity, sexual orientation, age, disability, religion, nationality, socio-economic background, and thought. We believe that diversity enriches our workplace, fosters creativity, and strengthens our ability to serve our clients and customers effectively.
2. **Equity:** We are committed to ensuring equity in all aspects of employment. We will proactively identify and address systemic barriers to equity, including biases in recruitment, promotion, and professional development opportunities. We will strive to create a level playing field where everyone has an equal opportunity to succeed based on merit, skills, and contributions, irrespective of their background or identity.
3. **Inclusion:** We value and actively promote an inclusive workplace culture where all individuals feel valued, respected, and empowered to contribute their unique perspectives and talents. We will foster an environment where everyone feels safe to express themselves, where diverse viewpoints are encouraged and heard, and where collaboration and teamwork thrive. We will take proactive measures to prevent discrimination, harassment, and exclusion in any form.
4. **Accountability:** All employees, including senior leadership, are accountable for upholding and promoting the principles of diversity, equity, and inclusion. We will regularly review and assess our policies, practices, and behaviours to ensure alignment with our DEI objectives. We will provide training and resources to support employees in understanding and implementing this policy effectively.

By adhering to this Diversity, Equity, and Inclusion Policy, we affirm our commitment to creating a workplace where everyone is valued, respected, and empowered to succeed. We believe that by embracing diversity, promoting equity, and fostering inclusion, we will not only enhance employee engagement and organisational performance but also contribute to building a more just and equitable society.

Variations.

BreatheSafe reserve the right to vary, replace or terminate this policy from time to time.