

Equal Employment Opportunity Policy

PURPOSE

The purpose of this policy is to affirm BreatheSafe's commitment to providing equal employment opportunities to all individuals without regard to race, colour, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, veteran status, or any other characteristic protected by applicable laws. By fostering a diverse and inclusive workplace, we aim to create an environment where every employee feels valued, respected, and empowered to contribute to our collective success.

SCOPE

This Equal Employment Opportunity (EEO) Policy applies to all employees, contractors, and stakeholders of BreatheSafe, regardless of their position or level within the organisation. This policy governs all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, and termination.

POLICY STATEMENT

BreatheSafe is committed to:

- **Non-Discrimination:** We will not discriminate against any employee or applicant for employment based on any protected characteristic mentioned above. All employment decisions will be made solely on the basis of qualifications, merit, and business needs.
- **Equal Opportunity:** We will provide equal employment opportunities to all individuals, including those from underrepresented groups, and take proactive measures to attract, retain, and advance diverse talent within our organisation.
- **Accessibility:** We will ensure that our recruitment processes, workplace accommodations, and facilities are accessible to individuals with disabilities, providing reasonable accommodations to enable them to perform essential job functions.
- **Training and Development:** We will invest in training and development programs to enhance the skills and capabilities of all employees, fostering a culture of continuous learning and professional growth.
- **Compliance:** We will comply with all relevant laws, regulations, and industry standards related to equal employment opportunity and diversity, regularly reviewing and updating our policies and practices to reflect best practices and legal requirements.
- **Reporting and Accountability:** We will establish mechanisms for employees to report any instances of discrimination, harassment, or unfair treatment, and will promptly investigate and address such complaints in accordance with our internal procedures. We will hold all employees accountable for upholding this policy and creating a supportive and inclusive work environment.

BreatheSafe is dedicated to promoting diversity, equity, and inclusion in our workplace, recognising that our differences are our greatest strength. We encourage all employees to embrace these principles and contribute to building a culture where everyone can thrive.

Variations.

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