



Diversity and Inclusion Policy

At CBC Tech, we are committed to fostering a diverse and inclusive workplace where all employees, regardless of their race, ethnicity, gender, sexual orientation, age, religion, disability, or other characteristics, feel valued, respected, and empowered to contribute to our success. Our diversity and inclusion policy reflects our commitment to creating a workplace culture that celebrates diversity, promotes equity, and ensures equal opportunities for all.

Commitment to Diversity and Inclusion:

We believe that diversity is a source of strength and innovation, and we are committed to building a workforce that reflects the diversity of the communities we serve.

We recognize that fostering an inclusive workplace is essential for attracting and retaining top talent, driving creativity and innovation, and enhancing employee engagement and satisfaction.

Equal Employment Opportunity:

We are committed to providing equal employment opportunities to all employees and applicants for employment, without discrimination or harassment based on any protected characteristic.

We will recruit, hire, promote, and compensate employees based on their qualifications, skills, and performance, regardless of their race, ethnicity, gender, sexual orientation, age, religion, disability, or other characteristic protected by law.

Diversity Recruitment and Retention:

We will actively recruit and retain a diverse workforce by implementing inclusive recruitment and hiring practices, such as reaching out to diverse candidate pools,

mitigating biases in the selection process, and providing equal opportunities for advancement and career development.

We will create a supportive and inclusive work environment that values and respects differences, fosters belonging and inclusion, and provides opportunities for all employees to thrive and grow.

Diverse Leadership Representation:

We will strive to achieve diverse representation at all levels of leadership within CBC Tech, including our executive team and management.

We will implement initiatives to identify and develop diverse talent, provide leadership opportunities for underrepresented groups, and ensure that diverse voices are heard and valued in decision-making processes.

Education and Awareness:

We will provide education and training programs to raise awareness about diversity, equity, and inclusion issues and foster a culture of respect, empathy, and understanding among our employees.

We will promote diversity and inclusion through communication channels, such as internal newsletters, training sessions, and employee resource groups, to engage employees in dialogue and action around diversity-related topics.

Zero Tolerance for Discrimination and Harassment:

We have a zero-tolerance policy for discrimination, harassment, and retaliation of any kind in the workplace.

We will promptly investigate and address any complaints or allegations of discrimination or harassment and take appropriate disciplinary action against individuals found to have violated our policies.

Measuring and Monitoring Progress:

We will establish metrics and key performance indicators (KPIs) to measure our progress towards diversity and inclusion goals, including workforce diversity, representation in leadership roles, employee satisfaction, and retention rates.

We will regularly review and assess our diversity and inclusion initiatives and make adjustments as needed to ensure continuous improvement and accountability.

Community Engagement and Partnerships:

We will actively engage with external organizations, community groups, and industry partners to promote diversity, equity, and inclusion both within CBC Tech and in the broader community.

We will support initiatives and programs that address systemic barriers to diversity and inclusion, promote social justice, and empower underrepresented groups.

Transparency and Accountability:

We will transparently communicate our diversity and inclusion efforts, progress, and challenges to our employees, stakeholders, and the public through regular reporting and disclosure.

We will hold ourselves accountable for achieving our diversity and inclusion goals and welcome feedback and input from our employees, customers, suppliers, and other stakeholders.

By adhering to this diversity and inclusion policy, CBC Tech is committed to creating a workplace culture where diversity is celebrated, inclusion is valued, and all employees have equal opportunities to thrive and succeed.

This policy can be further tailored and expanded to align with CBC Tech's specific values, goals, and organizational culture. Regular review and refinement of the policy will ensure that it remains relevant and effective in promoting diversity and inclusion within the company.