

# Diversity Policy

## 1. Introduction

Centric is committed to fostering a diverse and inclusive work environment that values and respects the unique backgrounds, perspectives, and contributions of all its employees, stakeholders, and partners. We believe that diversity is a source of strength and innovation, and we are dedicated to promoting diversity and inclusion in every aspect of our operations.

## 2. Purpose

This Diversity Policy serves as a foundation for promoting diversity and inclusion within Centric. It outlines our commitment to creating an environment where all individuals are treated with dignity and respect, regardless of their race, ethnicity, gender, sexual orientation, disability, age, religion, or any other characteristic protected by law.

## 3. Principles

- 3.1. **Equal Opportunity:** We are committed to providing equal employment opportunities to all employees and applicants, based on merit and without discrimination or harassment.
- 3.2. **Inclusion:** We will actively seek to create an inclusive culture that welcomes and embraces diversity. This includes promoting diversity in our workforce, leadership, and decision-making processes.
- 3.3. **Respect:** We expect all employees, contractors, and stakeholders to treat each other with respect, recognizing and valuing individual differences.
- 3.4. **Education and Awareness:** We will provide training and resources to promote awareness and understanding of diversity and inclusion issues within our organization.
- 3.5. **Accountability:** We will hold individuals and teams accountable for their commitment to diversity and inclusion through performance evaluations and other appropriate measures.

## 4. Implementation

- 4.1. **Recruitment and Hiring:** We will actively seek diverse talent pools and implement fair and unbiased recruitment and hiring practices to ensure that all qualified candidates have an equal opportunity.
- 4.2. **Promotions and Advancement:** We will provide equal opportunities for career growth and advancement to all employees based on their skills, performance, and potential.
- 4.3. **Training and Development:** We will offer training and development programs to foster diversity awareness, cultural competency, and inclusive leadership skills among our employees.
- 4.4. **Workplace Inclusion:** We will create a workplace environment that promotes inclusion, where every employee feels safe, respected, and empowered to contribute their best.

## 5. Reporting and Complaints

- 5.1. Centric is committed to addressing any issues related to discrimination, harassment, or other diversity-related concerns promptly and confidentially.
- 5.2. Employees are encouraged to report any violations of this policy to their supervisor, HR department, or another appropriate channel, without fear of retaliation.

## 6. Review and Revision

This policy will be periodically reviewed and updated to reflect changes in legal requirements, best practices, and the evolving needs and goals of Centric.

## 7. Conclusion

Centric is dedicated to fostering a diverse and inclusive workplace, and we believe that by embracing diversity, we can achieve our mission and goals more effectively. We invite all employees, stakeholders, and partners to join us in this commitment to diversity and inclusion.