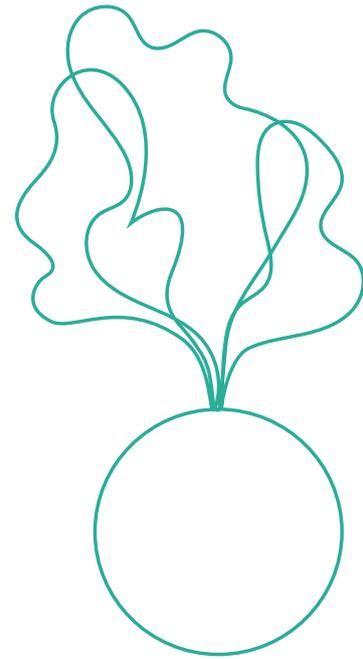


# ANTI-DISCRIMINATION AND INCLUSION POLICY

one of the key pillars of our business is a continuous effort to improve our diversity, inclusion and equity practices throughout our business operations, so as to create a welcoming and safe space for our employees, regardless of who they are



## OUR POLICIES:

### Employees

Encourage and educate employees on the importance of acceptance and understanding.

Educate employees on the use of inclusive language and respecting pronouns.

Whistleblowing policy for incidents of internal discrimination.

### Hiring & Employment

Work with organizations such as, but not limited to, Yellow Ribbon Singapore, Singapore Persons with Disabilities, Singapore Association for the Deaf, SG Enable, Transbefrienders, The T Project, to provide job opportunities.

Consciously include in our hiring ads that we are a safe and inclusive space.

Flexible uniform and dress code.

### Human Resource

Highlight the importance of using inclusive language when communicating.

Understand unconscious and personal bias during hiring processes and working to reduce any such biases.

### Customers

Zero-tolerance on discriminatory behavior whether customer to employee interaction vice versa.