

	<h1>Equality, Diversity &amp; Inclusion</h1>	Policy	Page: 1/2
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		Date: January 10, 2023	
	Issued by: PPI Manager	Approved by: People Director	Code: HrPo015

## Introduction

Beesline International S.A.L. is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating all kinds of discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

## Scope

This Policy applies to all The Beesline team.

## Policy Purpose

1. Provide equality, fairness, and respect for all in our employment, whether temporary, part-time, or full-time.
2. Beesline International S.A.L. ensures fair, unbiased, and equal working conditions regardless of:
  - Age
  - Special needs
  - Gender
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race
  - Colour
  - Nationality
  - Ethnic and/or national background
  - Religion and/or sect
  - Sexual Orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes all the policies, such as:
  - Pay
  - Employment
  - Flexible Working Schedules
  - Leave for parents
  - Personal & Professional Development

## Our Commitments

Beesline International S.A.L. recognizes its talented and diverse workforce as a key competitive advantage. We recognize that each employee brings their unique capabilities, experiences, and characteristics to their work. We value such diversity at all levels of the company and in all that we do.

Beesline International S.A.L. is committed to:

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1. Create a working environment free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognized and valued.
2. Train all the team about their rights and responsibilities under the equality, diversity, and inclusion policy.
3. Make training, development, and progress opportunities available to all.
4. Seriously take, and actively act on, complaints of bullying, harassment, victimization, and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public, and others during the organization's work activities.
5. Make decisions concerning staff based on their performance and merit.
6. Review employment practices and procedures when necessary to ensure fairness.

### Complaints Procedures

Any employee who exhibits inappropriate conduct or behavior against others will be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

### Conclusion

All Beesline team members are responsible for always treating others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, on or off the work site, and all other company related events.