

DIVERSITY, EQUITY & INCLUSION

Policy Statement

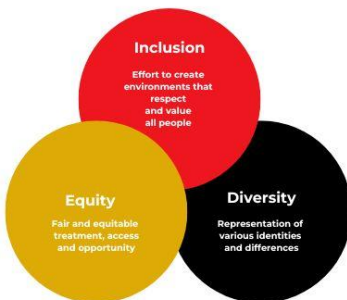


Diversity encompasses the representation of various attributes in our workforce, such as race or ethnicity, physical characteristics, gender, sexual orientation, age, pregnancy, and religion, as well as diverse perspectives and work styles. Equity involves ensuring fair treatment for all individuals. Inclusion describes the quality of our workplace experience and our commitment to welcoming everyone and empowering them to contribute meaningfully. It entails removing barriers and fostering equal opportunities for current, future, and prospective employees at Ceasefire.

Our commitment

At Ceasefire, we recognise the importance of fostering diversity, equity, and inclusion. We are dedicated to cultivating a culture that embraces individuals from diverse backgrounds and values their unique perspectives, experiences, and talents.

We pledge to ensure equal access to employment opportunities based on merit. Our decisions regarding recruitment, selection, training, development, and promotion are grounded in merit, performance, and capabilities.



We have zero tolerance for unlawful discrimination, bullying, harassment, or victimisation. We encourage you to speak up and report any unlawful or inappropriate behaviour. All complaints are handled fairly and promptly.

We are committed to supporting all employees and managers in creating a diverse and inclusive workplace. Managers play a crucial role in fostering an environment where every employee is treated with respect and dignity.

Representation

Furthermore, we commit to increasing the representation of underrepresented groups, achieving pay equity across all demographics, enhancing diversity at leadership levels, and implementing comprehensive training to advance and integrate diversity, equity, and inclusion practices. We are dedicated to fulfilling all legal obligations concerning anti-discrimination, workplace bullying, harassment, and equal employment opportunity.



Managers hold a critical responsibility in fostering a workplace environment that is free from discrimination, harassment, and bullying.

It is their duty to ensure that all employees uphold and adhere to our company's diversity, equity, and inclusion (DEI) policy. This responsibility extends beyond merely enforcing the policy; it involves actively promoting and integrating the principles of DEI into daily operations and interactions within the workplace.

Our commitment to diversity, equity, and inclusion is not a static or one-time effort. We are dedicated to continuously evaluating and enhancing the effectiveness of our DEI policies and practices to ensure they meet the highest standards and address evolving needs. This ongoing assessment is crucial in adapting to new challenges and opportunities for improvement, ensuring that our DEI initiatives remain relevant and impactful.

Slayde Tana
General Manager