

## 1. Introduction

At SISU, our people always come first. We are committed to fostering an environment where every employee feels valued, included, and safe. This Equity, Inclusion, and Belonging (EIB) Policy outlines our commitment to creating a workplace where diversity is celebrated, and everyone can thrive.

## 2. Purpose

The purpose of this policy is to:

- Ensure equitable treatment and opportunities for all employees.
- Promote inclusion and belonging in all aspects of our work.
- Protect the psychological and physical safety of our employees.
- Embed EIB principles into every thread of our operations.

## 3. Scope

This policy applies to all employees, contractors, volunteers, and stakeholders of SISU.

## 4. Equity

- Equal Opportunities: SISU is committed to providing equal employment opportunities to all employees and applicants without regard to race, color, religion, gender, gender identity, sexual orientation, national origin, age, disability, or any other protected characteristic.
- Fair Treatment: We ensure fair treatment in hiring, promotion, compensation, and all other aspects of employment. Decisions will be based on merit, qualifications, and business needs.
- Legal Compliance: We comply with all relevant local, state, and federal laws governing non-discrimination and equal employment opportunities.

## 5. Inclusion

- Inclusive Culture: We strive to create a culture where all voices are heard and respected. We encourage diverse perspectives and innovative thinking.
- Accessibility: We commit to providing accessible workplaces, accommodating various needs to ensure full participation of all employees.
- Training and Education: Regular EIB training will be provided to all employees to foster awareness and understanding of diversity and inclusion issues.

## 6. Belonging

- Psychological Safety: SISU prioritizes the psychological safety of our employees. We encourage open communication, and employees are empowered to speak up without fear of retaliation.
- Support Systems: We provide resources and support systems, including Employee Assistance Programs (EAPs), to promote mental health and well-being.
- Community Building: We actively work to build a sense of community within the workplace through team-building activities, mentorship programs, and employee resource groups.

## 7. Reporting and Accountability

- **Reporting Mechanisms**: Employees are encouraged to report any concerns related to discrimination, harassment, or any other breaches of this policy through our confidential reporting system.
- **Investigations**: All reports will be taken seriously and investigated promptly, thoroughly, and impartially.
- **Consequences**: Any employee found to be in violation of this policy will be subject to disciplinary action, up to and including termination.

## **8. Continuous Improvement**

- **Regular Reviews**: This policy will be reviewed regularly to ensure it remains relevant and effective.
- **Feedback**: We welcome feedback from employees to continuously improve our EIB initiatives.

## **9. Conclusion**

At SISU, we believe that a diverse, inclusive, and equitable workplace is essential to our success. We are committed to protecting our people and ensuring that everyone feels a sense of belonging. Together, we can create a workplace where everyone thrives.

## **Contact Information**

For questions or further information about this policy, please contact our Co-Creators.