



## A&A Elevated Facility Solutions (the Company)

# Diversity, Equity & Inclusion Policy

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### **PURPOSE**

The Diversity, Equity & Inclusion Policy (the Policy) outlines A&A Company's strategy towards promoting diversity, equity, and inclusion among its workforce.

### **SCOPE**

The Policy is applicable to all individuals who are directly employed by A&A, including directors, officers, and any majority-owned businesses such as subsidiaries and joint ventures.

### **POLICY STATEMENT**

At A&A, we prioritize our people through our People First™ approach. Our success stems from creating an environment that is inclusive and welcoming, acknowledging that our distinct experiences and viewpoints unite in our shared values and vision. Our objective is to build a sustainable, commercially prosperous, and socially responsible business. We firmly believe that the more diverse our workforce is, in line with our consumers and the communities we serve, the more capable we are of meeting their needs and fulfilling our goals.

At A&A, we are committed to promoting a culture that is supportive and inclusive for our entire workforce. Our goal is to provide equal opportunities for all employees and job applicants, and to ensure that our organization is reflective of the communities where we operate. We value and respect every employee, allowing them to perform at their best.

Our Policy emphasizes our dedication to equity, well-being, and fairness for all employees, without discrimination on the basis of any particular characteristics. These characteristics include, but are not limited to: age, disability, marriage and civil partnership, pregnancy and maternity, ethnicity, race, color, native or indigenous identity/origin, religion or belief, gender, sex, sexual orientation, gender identity and expression, gender reassignment, political opinion, nationality, national origin, veteran status, education, or socio-economic background/caste.



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We oppose any form of unjust or illegal discrimination. We understand that workplace diversity presents different challenges across the regions in which A&A operates, and we respect local anti-discrimination legislation. Nevertheless, all employees, whether full-time, part-time, or temporary, will be treated with fairness and respect.

In selecting candidates for employment, promotion, transfer, training, or other benefits, A&A will prioritize their abilities and aptitude.

Our organization is dedicated to supporting and motivating all employees to reach their full potential and utilize their distinctive skills. By doing so, we can harness the full capacity of our resources and workforce.

We aim to optimize the productivity of our workforce by fulfilling our Commitments:

***At our organization, we uphold the following principles:***

- ▶ **We treat each other with fairness and respect, recognizing and valuing individual differences and contributions.**
- ▶ **We require all employees to treat each other with courtesy and respect, fostering a working environment that promotes dignity and respect for every employee. We celebrate individuality and appreciate everyone's unique contribution.**
- ▶ **We provide opportunities for professional development and growth, encouraging everyone to build their skills and reach their full potential. We regularly review our employment practices and procedures to ensure fairness is maintained at all times.**
- ▶ **We work as part of a positive and supportive team, promoting equality in the workplace as good management practice and sound business sense. We do not tolerate any form of bullying, harassment, or intimidation and will discipline those who breach this Policy.**
- ▶ **We encourage anyone who feels they have been subjected to discrimination to raise their concerns. We will investigate all complaints and take corrective measures. We provide means for employees to raise concerns in confidence and without fear of retaliation.**



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*We will monitor and review our Policy annually to ensure that diversity, equity, and inclusion are continually promoted in the workplace.*

- ▶ The Company's policy on diversity and inclusion, along with its objectives, implementation, and progress linked to Company strategy, are overseen by the Corporate Responsibility Committee. The Committee provides recommendations to ownership and leadership.
  - *We will review our objectives for diversity and inclusion on an annual basis.*
- ▶ The Policy will be reviewed annually or as needed by the Corporate Responsibility Committee to ensure its continued suitability. Proposed changes to the Policy will be discussed by the Committee, which will then recommend any necessary changes to ownership and leadership for consideration and approval.
- ▶ The Corporate Responsibility Committee will provide an annual report on the progress made in regards to the diversity and inclusion of the workforce.



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