

Policy about Diversity, Equity and Inclusion

Purpose

- We at Kolb are committed to creating and maintaining a diverse and inclusive workplace where all employees are treated with respect, dignity, and fairness. This policy outlines our commitment to diversity, equity and inclusion and our strategies for achieving these objectives.

Scope

- This policy applies to all employees, contractors, vendors, and stakeholders who engage with us.

Commitment to Diversity and Inclusion

- We are committed to fostering a diverse and inclusive work environment where all individuals, regardless of their race, ethnicity, gender, sexual orientation, gender identity, age, disability, religion, or any other characteristic, are treated with respect and provided with equal opportunities.

Respect and Non-Discrimination

- All employees and stakeholders are expected to treat one another with respect and dignity, free from any form of discrimination, harassment, or bias. Discriminatory actions or behaviours will not be tolerated.

Equal Opportunity

- We are dedicated to providing equal employment opportunities for all, and we will strive to make decisions about hiring, promotions, compensation, and training without regard to any characteristic.

Inclusive Culture

- We aim to create an inclusive culture where every individual's perspective and contributions are valued. We encourage open communication, idea sharing, and collaboration across all levels of the organization.

Accessibility and Accommodation

- We are committed as far as reasonably possible to providing accommodations to employees with disabilities to ensure equal opportunities and a barrier-free workplace.

Consultation, Grievance Mechanisms and Access to Remedy

- Kolb provides company-based grievance mechanisms for effective remedy. In the context of our relationship, if there is any believe that the terms of this Policy Statement are not adhered to, or that Kolb acts in conflict with it itself, then Kolb encourages you to raise your concerns or report incidents via Kolb's reporting channels without retribution. All reported incidents are processed, investigated and followed-up (where appropriate) within a determined time frame. Contact details:

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