



# DIVERSITY AND INCLUSION POLICY

## INTRODUCTION

At SNF, diversity and inclusion are essential for fostering a vibrant and innovative workplace. We are committed to creating an environment that embraces diversity in all its forms, including but not limited to gender, sensitive medical conditions, trade union membership or activities, discrimination in employment decisions (hiring / promoting / redundancies), discrimination in working conditions (working hours / training / remuneration / social security), race / ethnicity / nationality, social background, religion, sexual orientation, family responsibilities (including pregnancy), disabilities, political opinion, and age. This policy outlines our commitment to promoting diversity and inclusion throughout our organization.

## POLICY STATEMENT

**Equal Opportunity:** SNF is an equal opportunity employer, and we are committed to providing equal employment opportunities to all employees and applicants. SNF does not discriminate based on ethnicity, gender, age, nationality, religion, sexual orientation, physical or mental abilities, or socioeconomic background.

### **Inclusive Workplace Culture**

SNF strives to create a workplace culture that values diversity and fosters inclusion. SNF promotes an environment where all employees feel respected, valued, and empowered to contribute their unique perspectives and talents.

### **Recruitment and Hiring**

SNF is committed to attracting and retaining a diverse workforce. We implement fair and inclusive practices throughout our recruitment and hiring processes, including job advertising, candidate screening, interviewing, and selection. SNF actively seeks qualified candidates from underrepresented groups and provides equal career advancement opportunities.





## **Empowering Voices for a Diverse Workplace**

At SNF, we are committed to fostering an inclusive and diverse workplace where every individual feels empowered to voice their thoughts and concerns, especially in instances of non-inclusive behavior. We believe in cultivating a climate of trust that encourages open communication, ensuring that employees feel heard and supported. We recognize the importance of providing a platform for individuals to express themselves when they experience or witness actions that go against our commitment to inclusion and diversity. By actively promoting a culture of trust and openness, we aim to create a work environment that values and respects each team member's unique perspectives and contributions, ultimately enhancing our collective success and innovation.

## **Supplier Diversity**

SNF seeks to establish relationships with diverse suppliers and vendors, recognizing the importance of promoting diversity and economic inclusion within our supply chain.

## **Measurement and Accountability**

We will regularly measure our progress in promoting diversity and inclusion and hold ourselves accountable for achieving our goals. SNF will periodically review our diversity and inclusion initiatives to ensure their effectiveness.

## **CONCLUSION**

By adopting this Diversity and Inclusion Policy, SNF is committed to fostering a diverse and inclusive workplace where everyone feels valued, respected, and empowered. We believe embracing diversity and inclusion is the right thing to do and essential for driving innovation, creativity, and business success.