

Equity, Diversity & Inclusion Policy

Introduction:

At ED&F Man, we are committed to fostering and maintaining a workplace culture that values and celebrates diversity, promotes equity, and supports inclusion. We believe that every individual has a unique perspective, experience, and contribution to make, and we are committed to creating an environment that respects and honours those differences.

Our approach to Equity, Diversity, and Inclusion (EDI) outlines our commitment to promoting equity, diversity, and inclusion in all aspects of our organization, including recruitment, training, development, promotion, retention, and workplace culture.

Equity, Diversity, and Inclusion means:

1. **Equity:** We are committed to creating a workplace where all employees have equal access to opportunities, resources, and support. We recognize that historical and structural inequalities can exist, and we strive to address these through proactive measures such as pay parity, equitable access to training and development opportunities, and promoting diversity in leadership positions.
2. **Diversity:** We believe that diversity enriches our organization and makes us stronger. We are committed to attracting and retaining a diverse workforce and creating a workplace culture that is welcoming and inclusive to all individuals, regardless of their age, gender, race, ethnicity, national origin, religion, sexual orientation, gender identity, disability, or any other characteristic protected by law.
3. **Inclusion:** We believe that inclusion is key to creating a workplace where everyone feels valued, respected, and empowered. We are committed to promoting an inclusive workplace culture that fosters open communication, mutual respect, and a sense of belonging for all employees.

Policy Statement:

Our Equity, Diversity, and Inclusion Policy outlines our commitment to creating and fostering an inclusive organisational culture that promotes diversity, equity, and respect for all colleagues.

- **Non-Discrimination:** We prohibit discrimination, harassment, or retaliation against any employee or applicant for employment on the basis of race, colour, religion, sex, national origin, age, sexual orientation, gender identity, disability, or any other legally protected characteristic.
- **Recruitment and Hiring:** We are committed to actively seeking out and recruiting from a diverse pool of candidates for all open positions and ensuring that our hiring practices are fair and impartial.
- **Education, Training and Development:** All colleagues will receive diversity and inclusion training to help them understand the importance of valuing and embracing differences in the workplace.
- **Promotion and Advancement:** We will promote diversity and equity in all aspects of our promotion and advancement processes, including ensuring equitable access to leadership positions.
- **Workplace Culture:** We will foster a workplace culture that is inclusive, respectful, and supportive of all employees. This includes providing accommodations for employees with disabilities and promoting a safe and harassment-free work environment.

- **Accountability:** We will regularly review and assess our progress toward achieving our EDI goals, and hold ourselves accountable for creating a diverse, equitable, and inclusive workplace.
- **Open Communication:** We encourage open communication and provide opportunities for colleagues to share their thoughts, opinions, and experiences related to diversity and inclusion in the workplace, including the ability to report issues.

Conclusion:

At ED&F Man, we believe that this EDI policy is critical to our success, and we are committed to continuously improving our practices and fostering a workplace culture that values and celebrates diversity, promotes equity, and supports inclusion.