

## Diversity, Equity & Inclusion Policy

At Cultura Connect, we are committed to fostering a diverse, equitable, and inclusive environment where all employees feel valued, respected, and empowered. We believe that embracing diversity in all its forms – including race, ethnicity, gender, age, religion, disability status, sexual orientation, and backgrounds – is essential for driving innovation, creativity, and better decision-making.

Within our business processes, we put these DE&I principles into practice by extending consideration to all prospective candidates qualified to add value during the recruitment process.

Our core values and principles:

1. **Workforce Diversity:** We welcome and encourage applications from individuals of all backgrounds.
2. **Equal Opportunity:** Cultura Connect provides equal employment opportunities to all employees and applicants. We make employment decisions based solely on job-related qualifications, without regard to personal characteristics protected by law.
3. **Inclusive Culture:** We cultivate an inclusive culture where everyone feels respected, supported, and empowered to contribute their unique perspectives and experiences. We do not tolerate any form of discrimination, harassment, or retaliation.
4. **Professional Development:** We invest in the professional growth and development of all our employees, offering training, mentorship, and advancement opportunities to help them reach their full potential.
5. **Community Engagement:** We actively engage with and support diverse communities, seeking to understand and address their unique needs and perspectives.
6. **Continuous Improvement:** We regularly review and assess our DE&I practices, policies, and initiatives to ensure they align with our goals and drive meaningful progress.

We aim to collaborate with companies that share our dedication to making our industry accessible for everyone by championing diversity, aligning with those operating under similar guiding principles of inclusion

### **Accountability and Governance**

The responsibility for implementing and upholding this DE&I policy lies with every employee at Cultura Connect. Our leadership team is committed to setting the tone from the top and ensuring that DE&I principles are embedded in all aspects of our business operations.

We encourage open dialogue, feedback, and reporting of any concerns related to diversity, equity, and inclusion. Cultura Connect has established formal channels for employees to raise issues or seek guidance confidentially and without fear of retaliation.

By embracing diversity, equity, and inclusion, we aim to create a more equitable and prosperous future for the industry, where talent is nurtured, innovation thrives, and the needs of all stakeholders are met with empathy and understanding.