



Issue Date: May 29, 2024

## **DIVERSITY POLICY**

### **1. Introduction**

Eguana Technologies Inc and its subsidiaries. (the “Company” and “Eguana”) is committed to supporting and valuing the diversity of the people it hires and the clients it serves.

Eguana believes in an inclusive work environment where employees are welcomed, valued, respected, and heard. Eguana believes that all employees will be provided with a safe work environment. Eguana believes that diversity brings strength. Eguana believes in equality of opportunity free from discrimination.

Valuing diversity is recognizing and respecting human differences and similarities. Eguana recognizes a diverse and talented workforce as a key competitive advantage.

### **2. Application**

All staff, including executives, management, consultants or contractors, and employees of Eguana have a role in supporting the Company’s commitment to diversity and employment equity.

### **3. Policy Definitions**

#### **“Diversity in Workplace”**

Similarities and differences among employees in terms of age, cultural background, physical abilities and disabilities, race, religion, gender, sexual orientation and any protected status.

#### **“Discrimination”**

Any action, behavior, or attitude, whether intentional or unintentional, which negatively affects or could negatively affect employment of an employee/consultant/contractor. Discrimination that is prohibited can be intentional and direct, or can take the form of indirect, unintentional, or “systemic” discrimination.

#### **“Barriers”**

Includes: attitudinal/behavioral, procedural, and physical. Barriers prevent people from maximizing their contribution to Eguana because of their race, ancestry, place, or origin, colour, ethnic origin, creed, religion, gender, sexual orientation, age, marital status, same-sex partnership status, family status or disability.

#### **“Work Accommodation”**

Any modification made to the way in which an individual works that enables that person to fulfill the essential job tasks for his or her assigned position. Modifications may be temporary or permanent.

#### **“Reasonably Practical”**

Efforts to accommodate a worker will be deemed to be reasonably practical based on several factors including but not limited to sources of funding, undue hardship, health and safety requirements, and costs.





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### **4. Policy Framework**

Eguana welcomes all who share its mission and core values without regard to race, ancestry, place of origin, colour, ethnic origin, creed, religion, gender, sexual orientation, age, marital status, same-sex partnership status, family status, or disability.

Eguana will make every reasonable effort to ensure that it is a representative employer of all genders, visible minority groups, people with disabilities, and Aboriginal Indigenous peoples at all levels of the Company.

Eguana will not employ forced, bonded, indentured labour or child labour and recognizes that employment is voluntary.

Eguana will actively remove barriers to ensure that each person has equal access to the benefits of employment. Eguana will pro-actively provide accommodation, where necessary and reasonably practical, to provide ways that support the employee's dignity, worth and productivity, or to hire or retain qualified employees disabled through either injury or illness, or otherwise belonging to groups protected under applicable Human Rights Code.

Eguana will ensure a safe and healthy working environment and will follow ethical business practices.

Eguana will recognize diversity in its recruiting, hiring, and promoting of employees. Cultural diversity, awareness, respect, and inclusion are embedded in Eguana's culture and core values.

### **REFERENCES AND QUESTIONS**

This Policy is administered and aligned with Eguana's Code of Business Conduct. Any questions about this policy can be referred to Human Resources [hr@eguanatech.com](mailto:hr@eguanatech.com).

