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## 1. POLICY STATEMENT

### 1.1 Commitment to Equality & Inclusion

We-Mix Global Ltd., established in 2024, is committed to fostering a professional working environment based on equality of opportunity, diversity, inclusion, and respect.

As an international trading and commodities company operating across multiple jurisdictions, We-Mix Global recognizes that diversity strengthens decision-making, enhances risk management, and supports sustainable growth.

We operate under a strict zero-tolerance policy toward unlawful discrimination, harassment, retaliation, and exclusionary practices.

This Policy applies to: Employees, Directors, Officers, Contractors, Consultants, Agents, Business partners, Applicants for employment

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## 2. PURPOSE & OBJECTIVES

The objectives of this Policy are to:

- a) Prevent and eliminate unlawful discrimination in all aspects of employment and business operations.
- b) Ensure recruitment, promotion, compensation, training, and termination decisions are based solely on merit, qualifications, performance, and business need.
- c) Promote an inclusive workplace culture where individual differences are respected and valued.
- d) Safeguard dignity at work and prohibit bullying, intimidation, harassment, or victimization.
- e) Ensure equal access to professional development opportunities.
- f) Align employment practices with international compliance standards and ESG principles.
- g) Establish accountability mechanisms for breaches of this Policy.
- h) Conduct periodic reviews of employment and HR procedures to ensure fairness and regulatory compliance.
- i) Support corporate governance and risk management frameworks.

Senior Management and the Board fully endorse this Policy.

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## 3. SCOPE

This Policy applies to all employment-related activities, including:

- Recruitment & selection
- Compensation & benefits
- Performance management
- Promotions & career development
- Training
- Redundancy decisions
- Termination
- Workplace conduct
- Client and supplier interactions

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## 4. DEFINITIONS

### 4.1 Discrimination

Discrimination occurs when an individual is treated less favourably based on protected characteristics, including but not limited to:

Race, Colour, Nationality, Ethnic origin, Gender, Gender identity, Marital or civil status, Disability, Age, Religion or belief, Sexual orientation

Discrimination may be:

**Direct Discrimination:** Intentional less favourable treatment based on a protected characteristic.

**Indirect Discrimination:** Application of a policy, criterion, or practice that appears neutral but disproportionately disadvantages a protected group without legitimate justification.

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## 5. HARASSMENT & VICTIMISATION

We-Mix Global prohibits:

- Sexual harassment
- Verbal or physical harassment
- Bullying
- Intimidation
- Retaliation against individuals who raise concerns

Harassment includes any conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

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## 6. PROTECTED CHARACTERISTICS & PROHIBITED CONDUCT

We-Mix Global prohibits discrimination based on:

### 6.1 Gender & Marital Status

No employee or applicant shall be treated unfavourably due to gender, pregnancy, marital status, or family status.

### 6.2 Age

No discrimination based on age at any stage of employment.

### 6.3 Disability

We-Mix Global will make reasonable accommodations to support individuals with disabilities.

### 6.4 Race, Nationality & Ethnic Origin

Zero tolerance for racial discrimination or bias.

### 6.5 Sexual Orientation & Gender Identity

Equal treatment regardless of sexual orientation or gender identity.

### 6.6 Religion or Belief

Respect for religious beliefs and reasonable accommodation where appropriate.

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## 7. REASONABLE ACCOMMODATIONS

We-Mix Global will make reasonable accommodations for individuals with disabilities or medical conditions, including but not limited to:

- Workplace modifications
- Flexible scheduling
- Modified duties
- Relocation within business units
- Adaptive equipment
- Additional training or mentoring

Employees requesting accommodation must notify HR or their direct manager. All requests will be assessed objectively and confidentially.

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## 8. RECRUITMENT & SELECTION

Recruitment processes must adhere to the following principles:

- Merit-based decision-making
- Non-discriminatory job advertising
- Structured and objective interview criteria
- Diverse shortlisting panels where feasible
- Interview questions strictly related to job requirements
- No discriminatory screening criteria

Selection decisions must not be influenced by personal bias, client preference, or external prejudice.

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## 9. PROMOTION, TRAINING & DEVELOPMENT

Career progression opportunities shall:

- Be based on objective performance criteria
- Be accessible to all eligible employees
- Support diversity in leadership

Training programs will include awareness of diversity, compliance, and anti-discrimination standards.

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## 10. MONITORING & DATA GOVERNANCE

We-Mix Global may monitor diversity data in accordance with applicable data protection laws to:

- Assess policy effectiveness
- Identify systemic risks
- Improve inclusion practices

All data collection will comply with GDPR or applicable privacy regulations.

Periodic reviews will be conducted to ensure alignment with corporate governance and ESG standards.

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## 11. RESPONSIBILITIES

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### 11.1 Board & Senior Management

- Ultimate accountability for implementation.
- Ensure integration into corporate governance framework.

### 11.2 HR & Compliance Function

- Policy oversight
- Training delivery
- Monitoring and reporting

### 11.3 Managers

- Apply this Policy consistently
- Prevent discriminatory conduct
- Escalate concerns promptly

### 11.4 Employees

- Uphold respectful conduct
- Report violations
- Participate in required training

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## 12. REPORTING & INVESTIGATION

Employees who experience or witness discrimination should:

- Report concerns to HR, Compliance, or Senior Management.

All complaints will be:

- Investigated promptly
- Handled confidentially
- Assessed impartially

Other contacts include:

- Equality and Human Rights Commission Arndale House, The Arndale Centre, Manchester, M4 3AQ Telephone (England): 0845 604 6610
- 3 More London, Riverside Tooley Street, London, SE1 2RG Telephone (England): 0845 604 6610
- 3rd Floor, 3 Callaghan Square, Cardiff, CF10 5BT Telephone (Wales): 0845 604 8810
- The Optima Building, 58 Robertson Street, Glasgow, G2 8DU Telephone (Scotland): 0845 604 5510
- Website: [www.equalityhumanrights.com](http://www.equalityhumanrights.com)
- Citizens Advice Bureau Myddleton House, 115-123 Pentonville Road, London, N1 9LZ Website: [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)
- Community Legal Services Direct Telephone: 0845 345 4 345 Website: [www.clsdirect.org.uk](http://www.clsdirect.org.uk)

Retaliation against individuals who raise concerns is strictly prohibited.

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## 13. DISCIPLINARY CONSEQUENCES

Violation of this Policy may result in: Formal warning, Suspension, Termination of employment, Legal action where applicable.

Individuals may also face personal liability under applicable employment laws.

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#### 14. ALIGNMENT WITH INTERNATIONAL STANDARDS

This Policy aligns with:

- International Labour Organization (ILO) principles
  - UN Guiding Principles on Business & Human Rights
  - ESG governance expectations
  - International corporate compliance frameworks
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#### 15. NON-CONTRACTUAL STATUS

This Policy does not form part of any employment contract and may be amended at any time at the discretion of We-Mix Global Ltd.

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#### 16. POLICY REVIEW

16.1 The Company seeks to apply this Policy in the recruitment, selection, training, appraisal, development and promotion of all employees. The Company seeks to ensure that all sub-contractors and agents act in accordance with this Policy. The Company accepts no liability for the actions of sub-contractors and agents. The Company offers goods and services in a fashion that complies with the spirit of this Policy.

16.2 This Policy does not form a part of any employment contract with any employee, and its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with the Company.

16.3 The Company reserves the right to amend and update this Policy at any time.

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This Policy has been approved & authorised by:



**Managing Director**

Date: 03/09/2024