

# WORKPLACE CULTURE AND WELLBEING

Nurturing a culture of wellbeing and growth at Constell.

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# DIVERSITY, EQUITY & INCLUSION

At Constell, we are committed to fostering a diverse, inclusive, and equitable workplace environment that **celebrates the uniqueness and contributions of all individuals.**

**We believe that embracing diversity, promoting equity, and ensuring inclusion is not only the right thing to do but also essential for driving innovation, enhancing our competitive advantage, and creating a positive and vibrant organisational culture.**

# DIVERSITY, EQUITY & INCLUSION

Our **Diversity, Equity & Inclusion (DEI) Policy** outlines our guiding principles and commitments to cultivating a workplace that values and respects the differences among our employees, stakeholders, and communities.

This policy applies to all aspects of our operations, including recruitment, hiring, promotion, training, development, compensation, benefits, and overall employee engagement.

## DIVERSITY

We strive to create a **workforce that reflects the diversity of the communities we serve**, embracing differences in race, ethnicity, gender, age, sexual orientation, disability, religion, national origin, and other characteristics.

We are committed to providing equal opportunities for all individuals, ensuring fair and unbiased treatment throughout the employment lifecycle.

We actively seek to **eliminate barriers** that prevent the full participation and advancement of underrepresented groups.

## EQUITY

We recognise that equity involves assessing and addressing the systemic disparities that exist in our society and workplace. We are dedicated to **creating a level playing field** where everyone has equal access to opportunities and resources.

We commit to conducting regular equity assessments, identifying and rectifying any inequities or biases in our policies, practices, and procedures.

We aim to provide support, accommodations, and reasonable adjustments to ensure that all employees can thrive and contribute to their fullest potential.

# DIVERSITY, EQUITY & INCLUSION

## INCLUSION

We foster an inclusive environment where all employees feel valued, respected, and empowered to voice their perspectives and ideas.

We encourage collaboration, open communication, and active participation from all employees at all levels of the organisation.

We promote diversity and inclusion awareness through education, training, and ongoing dialogue to foster understanding and empathy.

## ACCOUNTABILITY

We hold ourselves accountable for creating and maintaining an inclusive culture by setting measurable goals and regularly monitoring our progress.

We expect all employees to embrace and promote our DEI principles, treating each other with dignity, respect, and fairness.

We establish channels for reporting any concerns related to diversity, equity, or inclusion, and we ensure a fair and impartial investigation process.

## PARTNERSHIPS

We collaborate with external organisations, communities, and stakeholders to promote diversity, equity, and inclusion beyond our immediate workplace.

We actively seek partnerships with diverse suppliers, vendors, and contractors, ensuring fair and equitable business practices.

**Constell is committed to continuously evolving and improving our DEI initiatives.** This policy serves as a foundation for our ongoing efforts, and we encourage all employees to actively participate in shaping our inclusive culture.

# HEALTH AND SAFETY

Constell is fully committed to the pursuance of applicable standards of health and safety, and the provision of a safe and healthy working environment for all employees, contractors, visitors, and other stakeholders.

# HEALTH AND SAFETY

**Health and Safety Policy outlines our commitment to maintaining the highest standards in all our operations as follows:**

- Any adverse impact of our business processes on those who carry it out shall be identified and eliminated. Towards this end, we will systematically review our operations to identify sources of health and safety related risks.
- This review will use appropriate standards as required by prevailing laws, expert opinion, feedback from workers and our knowledge of best practices.
- The review will lead to formulation of clearly described work practices and drills.
- All our staff will be trained in the manner required to adhere to these work practices and drills.
- The health of our staff, exposed to certain hazardous processes, will be monitored periodically through appropriate medical checks, and reviewed using expert inputs for improvements.
- Workers shall not be under the influence of or abusing, drugs, alcohol and/or other illegal substances.
- We will seek to substitute the use of material which is known to cause an adverse impact on the health of workers or health of consumers in the course of its manufacture or use.
- All workplaces will be constructed to meet safety standards with local regulations as the minimum standards that will be applicable.
- When necessary and applicable, each entity will establish a Health, Safety, and Environment Committee, headed by a senior management representative, which will have its fullest support in executing operational changes required to carry out these policies.

# THANK YOU

Thank you for your dedication to honouring and living the **Constell values** – it is thanks to each and every one of you that we can all be proud to be a part of Constell.





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