

Anti-Discrimination and Inclusion Policy

INTRODUCTION

At E-DATA, we are committed to fostering a diverse and inclusive workplace that celebrates differences, values individual perspectives, and promotes equality. This Anti-Discrimination and Inclusion Policy outlines our commitment to eliminating all forms of discrimination and creating an inclusive environment for all employees, contractors, and stakeholders.

PRINCIPLES

- **Non-Discrimination:** Discrimination based on race, color, ethnicity, nationality, religion, gender, gender identity, sexual orientation, disability, age, or any other characteristic is strictly prohibited.
- **Equal Opportunity:** We provide equal opportunities and treatment to all employees, contractors, and stakeholders, regardless of their background, identity, or characteristics.
- **Inclusive Language:** We use inclusive language in all our communications, materials, and interactions to respect and acknowledge all identities and backgrounds.
- **Diversity Celebration:** We celebrate diversity and promote an environment where every individual feels valued, respected, and included.

ANTI-DISCRIMINATION MEASURES

- **Recruitment and Hiring:** We ensure that our recruitment and hiring practices are inclusive, free from discrimination, and designed to attract a diverse talent pool.
- **Equal Pay and Benefits:** We offer equal pay and benefits to all employees, regardless of their background, gender, or other characteristics.
- **Training and Awareness:** We provide regular training and awareness programs to all employees and stakeholders to educate them about the importance of diversity and inclusion and to prevent discrimination.



REPORTING AND RESPONSE

- **Complaints Mechanism:** We have established a confidential mechanism for employees, contractors, and stakeholders to report discrimination, harassment, or concerns related to this policy.
- **Immediate Action:** We take immediate action in response to any reports of discrimination or harassment, including conducting investigations and addressing the issue promptly and fairly.

RESPONSIBILITIES

- All employees, contractors, and stakeholders are responsible for understanding and adhering to this policy.
- E-DATA will designate an Inclusion and Anti-Discrimination focal point responsible for implementing, monitoring, and ensuring compliance with this policy.

AWARENESS AND EDUCATION

- We conduct awareness campaigns, seminars, and workshops to foster understanding and appreciation of diversity and inclusion among our workforce.
- We encourage open and respectful dialogue about diversity, inclusion, and the benefits they bring to our organization.

CONCLUSION

This Anti-Discrimination and Inclusion Policy reflects our commitment to eliminating discrimination, promoting diversity, and ensuring an inclusive environment within E-DATA. It is the responsibility of every member of our organization to adhere to this policy and uphold the principles and procedures outlined herein.

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