



# Diversity, Equity and Inclusion Policy and Code of Conduct

**Techunting** and all its operating companies are committed to workforce diversity, creating equity across our systems, and fostering and advancing a culture of inclusion. Our culture of belonging is about uniting different backgrounds, beliefs, abilities, and experiences in an environment where everyone feels valued and works together to achieve meaningful outcomes. [Our positioning](#) outlines the responsibility to create an inclusive environment and respect the dignity and diversity of all people. It guides how we engage with one another and inspires us to take purposeful action to support the clients, employees, and communities we serve. This makes diversity, equity, and inclusion (DEI) everyone's responsibility.

Our Diversity, Equity, and Inclusion (DEI) Policy and our Enterprise DEI Strategy set out the principles and requirements by which Techunting will enhance DEI throughout the organization. The Policy is applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity. The Policy applies to all employees and anyone working on behalf of Techunting or any of its operating companies.

The Techunting's Diversity, Equity & Inclusion Area is responsible for building and leading the Company's global evidence-based strategy to advance DEI. Our DEI strategy is based on four strategic pillars designed to accelerate how we bring innovative IT and staffing solutions to an increasingly diverse world.

Our DEI strategy is guided by internal and external insights, global best practices, and continual employee feedback, with the commitment to continually put it under evaluation to ensure it remains relevant to meet the changing demands of the communities we serve.

The four pillars within the Company's evidence-based strategy are intentionally interconnected and must work together.



We are willing to implement a culture of inclusion, where every individual belongs and has a voice that is heard and respected, focusing in our employees wellbeing and feeling of belonging by improving our internal processes, benefits, working environments and relationships.

It is also critical to embed DEI into our business strategies to better serve the needs of our diverse clients, employees and communities, and to make sure Techunting stays at the edge of innovation and aligned to the highest global standards and tendencies by enhancing its recruitment methods and employees retention programs while considering DEI a priority when setting up the company's goals and future steps.

We seek to create a diverse workforce that reflects the vast range of communities, clients and branch of industries we work with, ensuring that we understand and serve global and local markets. We believe such diversity will bring new ideas, perspectives and methods that will enrich both our way to conduct business and the working environment we seek to implement at Techunting

.We are also elevating our focus on achieving equitable access to work opportunities, professional growth possibilities, and employees general wellbeing. This requires tailoring our tools, resources, and mindsets to meet the unique needs of individuals. Hence, everyone has a fair and honest opportunity to participate and contribute to their fullest potential at Techunting.

# Policy Guidelines

## Diversity, Equity & Inclusion Definition:

Our definition of Diversity, Equity & Inclusion is *We All Belong*. A place where all of us are responsible for accelerating our progress and where we all are accountable and empowered to drive change—here and in the world at large.

**How We Define DEI** **TECHUNTING.**

**Diversity**  
We understand Diversity as the variety and uniqueness in people's backgrounds, identities and personal belongings regarding aspects such as age, gender, ethnicity, beliefs, sexual orientation, disabilities, among others

**Equity**  
Equity means fair and impartial treatment for everyone. At work, employees have access to all of the same opportunities and are held under the same standards.

**Inclusion**  
Inclusion encompasses if employees feel heard and valued among their peers and managers, and the creation of a safe, secure working environment where they can feel free to be themselves.

## DEI Vision:

Be yourself, and change the world. Our vision at Techunting is for everyone to use their unique experiences, backgrounds, and abilities to spark solutions that create a better, more connected world.

## DEI Mission: Make DEI how we work every day

Our mission is to make DEI our way of doing business. We will strengthen our culture of belonging to make it one where open hearts and minds combine to unleash their potential within Techunting. We will create equity by adjusting to meet individual needs as good as we can, and continuously improving our systems and processes so everyone can reach their full potential.

## Employee Responsibilities:

DEI is everyone's responsibility at Techunting. It requires purposeful action every day. We'll implement specific trainings and coaching actions regarding DEI matters that will apply for every person within the company, but we expect them to be responsible for the following:

- Respecting the dignity and diversity of all people.

- Creating an inclusive environment free from discrimination, harassment, and bullying and/or any other practices that includes any form of violence against another person within Techunting, Techunting's clients or third party partners and candidates contacted in Techunting's behalf.
- Enhancing their awareness of potential conscious and/or unconscious bias and show willingness both in actions and words to change them, should they exist, to be more inclusive and collaborative with one another.
- Focusing on conscious inclusion to be more intentional with their actions to drive diversity, equity, and belonging.

### **People Leader Responsibilities:**

Additionally, people leaders are accountable for specific DEI responsibilities and for achieving DEI outcomes as part of their job performance. These responsibilities include but are not limited to:

- Ensuring the implementation of DEI standards and policies by leading with the example.
- Ensuring that employment-related decisions are free from discrimination.
- Setting individual DEI goals to foster diverse representation and an inclusive environment within their teams and areas.
- Engaging in conscious inclusion and other behaviors that promote equity.
- Committing to an individual goal as part of annual goals- and objectives-setting to help Techunting meet DEI responsibilities.
- Mitigating potential conscious and/or unconscious bias in employment decisions and talent practices (including performance and development, compensation, and hiring).
- Drawing from a broad pool of talent to inclusively reach talent, create diverse slates, and, ultimately, a workforce that reflects the communities we serve.
- Providing reasonable accommodations for qualified individuals with a disability and those with needs related to their religious observance or practices of personal religious expression and/or personal needs related to childcare, healthcare, among others. A reasonable accommodation depends on the facts and circumstances and is addressed case-by-case.
- Creating an inclusive and safe work environment that supports DEI and behaviors that reinforce values. This includes:
  - Ensuring a work environment free from discrimination, harassment, bullying and all forms of violence, including but not limited to: economical, physical, psychological, symbolic, political sexual violence.
  - Consistently displaying inclusive leadership behaviors, valuing all perspectives, and listening to diverse points of view.
  - Role modeling inclusive and respectful behavior in the work environment and all work-related activities.
  - Encouraging employees to collaborate, make suggestions, and respect and listen to diverse opinions.
- Cultivating a culture that inspires respect for all employees, customers, vendors, contractors, and others in the work environment.
- Contacting the DEI Area throughout the established channels for communications when becoming aware of an employee who may be subject to discrimination, harassment, violence or bullying, and presenting reports or complaints should the occasion demand it
- Appropriately addressing any other behavior inconsistent with this or other policies or applicable laws relating to equal opportunity, diversity, equity, or inclusion.

### **DEI Network Member Responsibilities:**

- Ensuring a consistent employee experience through the execution of the Global DEI strategy.
- Following appropriate internal procedures and policies for DEI communications and programs.

- Assisting in communicating and championing the importance of DEI and the Global DEI strategy.

**Discrimination, Harassment, and Bullying:**

Techunting provides equal employment opportunities. We base employment decisions on merit, considering qualifications, skills, performance, and achievements, and we do not tolerate discrimination against any employee or applicant for employment based on non-work-related personal characteristics, such as race, color, religious beliefs, pregnancy (including childbirth or related medical conditions, as well as breastfeeding needs), sexual orientation, gender identity or expression, transgender status, national origin, ethnic origin or background, social origin, family or marital status, age, disability (physical or mental), medical conditions.

We'll provide reasonable accommodation to qualified individuals with a disability and individuals with needs related to their religious observance or practice.

We all have a right to work in an environment free from the demoralizing effects of harassment or unwelcome offensive or improper conduct. Techunting will not tolerate violence in any of its forms, harassment, bullying, or behavior that could lead or contribute to harassment of employees by managers, supervisors, or co-workers. We also will actively seek to protect employees from violence in any of its forms, harassment or bullying by non-employees in the workplace. Similarly, Techunting will not tolerate harassment or bullying by its employees or non-employees with whom our employees have a business, service, or professional relationship. This also extends to conduct that takes place off Company premises (including on social media) that could reasonably impact employees or others within our workplace.

**Reporting Inappropriate Conduct:**

If an employee believes that they or another individual has been subjected to conduct prohibited by this Policy, they are urged and expected to notify the relevant facts promptly. An employee may make a report either orally or in writing, and can choose to do so anonymously. Concerns can be raised to any member of Techunting's DEI Area and/or management through the email address [deireports@techunting.net](mailto:deireports@techunting.net) and/or the [anonymous form](#) created to such end that can be found in TH's web page and other channels.

It is independent, secure, and confidential, offering a safe mechanism for anonymous reporting (where local law permits) of suspected concerns or potential violations of our policies or the law.

We take allegations of discrimination, violence in any of its forms, harassment, and bullying seriously and ensure they are appropriately investigated. All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or resolution of the matter.

Techunting encourages employees to report in good faith any possible violation of this Policy.

**Prohibition of Retaliation:**

We will not tolerate threats or acts of retaliation against any individuals because they report conduct reasonably believed to violate this Policy or, in good faith, provide information in connection with a report or investigation of any such conduct.

**Consequences:**

Employees who do not comply with this Policy and are found to have engaged in discrimination, harassment, or bullying will be subject to appropriate disciplinary action, up to and including termination of employment.

**Considerations:**

Consistent with our DEI Code of Conduct and our [Code of Business Conduct](#), Techunting complies with the laws of each country in which our companies do business. Each company's management and employees must know and abide by the local equal opportunity laws and regulations which govern the business activities that they engage in. Accordingly, to the extent that following local law would conflict with this Policy, local law must be adhered to.

**Right, to Terminate or Amend Policy:**

The Company reserves the right to modify, suspend, change, or terminate this Policy at any time, with the commitment to familiarize their employees and interested partners with the subsequent modifications after doing so.