

Diversity, Equity & Inclusion Policy

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Revision History

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1. Policy Statement:

Abjayon Inc. is committed to fostering a workplace environment where diversity, equity, and inclusion (DEI) are core values. We believe that a diverse workforce brings a wealth of perspectives, experiences, and ideas, leading to innovation, creativity, and overall business success. This policy is aligned with legal requirements and industry standards, ensuring that our commitment to DEI not only fosters a positive workplace but also supports our broader business goals and community responsibilities.

2. Scope / Applicability:

This policy applies to all employees, contractors, partners, and stakeholders of Abjayon Inc., across all locations and levels of the organization, regardless of their role or position.

3. Commitment to Diversity, Equity, and Inclusion:

3.1. Systemic Culture of Inclusion

Abjayon Inc. strictly prohibits any form of discrimination based on race, ethnicity, gender, sexual orientation, age, disability, or any other protected characteristic, in all aspects of employment, including recruitment, hiring, promotions, and termination. Abjayon Inc. is committed to cultivating a workplace culture that is inclusive and reflective of the diverse communities we serve. We recognize that inclusion is not just a one-time initiative but an ongoing effort that requires intentional and sustained action. Our leadership is dedicated to promoting inclusivity through all aspects of our operations, including recruitment, career development, employee engagement, and decision-making processes.

3.2. Diversity of Identity Segments

We acknowledge and celebrate the diverse identity segments that make up our workforce, including but not limited to:

- **Gender:** We strive for gender parity at all levels of our organization, ensuring equal opportunities for all genders.
- **Race and Ethnicity:** We are committed to recruiting, retaining, and promoting employees from all racial and ethnic backgrounds. We value the unique perspectives that each individual brings and work to create a space where all voices are heard and respected.
- **LGBTQ+:** Abjayon Inc. is a proud ally of the LGBTQ+ community. We ensure a safe, supportive, and non-discriminatory environment where individuals of all sexual orientations and gender identities can thrive.
- **Disability and Neurodiversity:** We are committed to providing an accessible workplace that accommodates the needs of employees with disabilities and neurodiverse conditions. We recognize and value the strengths that neurodiverse individuals bring to our team and work to create an environment where everyone can excel.
- **Age:** We value the contributions of employees of all ages and are committed to creating a multigenerational workplace where individuals can learn from and support one another.

- **Veterans:** We honor the service of veterans and are committed to supporting their transition to civilian employment. We actively seek to recruit veterans and provide resources to support their professional growth within our organization.

4. Implementation Strategies

4.1. Recruitment and Hiring

We will continually review and revise our job descriptions and application processes to eliminate any biased language or unnecessary qualifications that may deter candidates from underrepresented groups. We will actively seek to attract a diverse pool of candidates by using inclusive recruitment strategies. This includes partnering with organizations that serve underrepresented communities, offering internships and mentorship programs, and using unbiased job descriptions and interview processes.

4.2. Employee Development and Training

Abjayon Inc. will provide regular DEI training and professional development opportunities for all employees. This includes training on unconscious bias, cultural competency, and inclusive leadership. We will implement regular feedback loops and employee engagement surveys to assess the effectiveness of DEI training and identify areas for continuous improvement. We will also create opportunities for mentorship and sponsorship to support the career advancement of underrepresented groups.

4.3. Inclusive Workplace Practices

We will ensure that our workplace policies and practices are inclusive and supportive of all employees. This includes offering flexible work arrangements, providing accommodations for disabilities, and creating employee resource groups (ERGs) to foster community and support among diverse identity segments. We will also regularly review our compensation practices to ensure pay equity across all levels and positions, addressing any disparities that may exist.

4.4. Accountability and Reporting

We will establish mechanisms for employees to report discrimination, harassment, or any behavior that undermines our DEI values. These mechanisms will be confidential, accessible, and responsive. Leadership will regularly review DEI metrics and progress, holding themselves accountable for creating a truly inclusive environment. Violations of this policy, including any form of discrimination, harassment, or retaliation, will be met with appropriate disciplinary action, up to and including termination of employment.

5. Continuous Improvement

Abjayon Inc. is committed to continuous improvement in our DEI efforts. We will regularly review and update our DEI policy to ensure it remains relevant and effective in fostering an inclusive culture. Employee feedback and external DEI benchmarks will be used to guide our ongoing efforts. We will benchmark our DEI efforts against industry standards to ensure that our practices are among the best in our industry.

6. Conclusion

Every employee at Abjayon Inc. shares the responsibility of upholding these DEI principles, ensuring that our workplace remains a safe, respectful, and inclusive environment for all. Diversity, equity, and inclusion are not just values at Abjayon Inc.—they are integral to who we are and how we operate. We are dedicated to creating a workplace where every individual feels seen, heard, and valued, and we believe that by embracing our differences, we can achieve greater innovation, collaboration, and success.

7. Legal Compliance:

Abjayon Inc. is committed to complying with all applicable local, state, and federal laws and regulations regarding diversity, equity, and inclusion, including but not limited to anti-discrimination and equal employment opportunity laws. All employees, contractors, and stakeholders are expected to adhere to these legal requirements as part of their commitment to fostering an inclusive workplace.

8. Data and Privacy:

Abjayon Inc. will collect and analyze data related to diversity, equity, and inclusion metrics to measure progress and inform DEI initiatives. All data collected will be handled in compliance with applicable data privacy laws and will be used solely for the purpose of enhancing our DEI efforts. Employees' personal information will be protected and kept confidential at all times.