

ESG

## Diversity, Equity and Inclusion Policy

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## 1 Our Commitment

Resillion is committed to fostering an inclusive, equitable, and diverse workplace where all individuals are valued and treated with dignity and respect. We strive to eliminate discrimination and create a culture that champions diversity and belonging across all levels of our organisation.

Our leadership team is accountable for driving a diverse and inclusive culture, ensuring that all policies, practices, and decision-making processes uphold these principles. This commitment extends beyond employees to contractors, consultants, suppliers, clients, and other stakeholders in our business ecosystem.

Resillion has a zero-tolerance approach to discrimination in any form, our employees and any job applicants will receive equal treatment regardless of race (including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), colour, religion or belief, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, reproductive health decision-making, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender (including gender identity and gender expression), protected medical leaves, political affiliation, or any other status protected by national, federal, state, or local laws where Resillion operates.

The Company is dedicated to the fulfilment of this policy in regard to all aspects of employment, including, but not limited to, recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment.

We are also committed to providing equitable treatment to all those we deal with as an organisation, including customers and suppliers.

## 2 About this policy

This policy sets out our approach to diversity, equity, and inclusion. Our aim is to encourage and support diversity, equity, and inclusion and actively promote a culture that values difference and eliminates discrimination in our workplace. It applies to all aspects of employment with us, including recruitment, pay, benefits and conditions, flexible working and leave, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment.

This policy applies to all Resillion employees worldwide, including permanent, temporary, and contract staff, as well as external partners where relevant. It covers all aspects of the employee lifecycle and business relationships to promote fairness and inclusivity at every level of the organisation.

This policy endeavours to comply with all applicable DE&I laws and best practice standards in the countries of operations including the UK, Europe, US, India and China. We will regularly review and update our approach to reflect evolving legal and regulatory requirements of all applicable jurisdictions.

## 3 Discrimination

All Resillion managers are responsible for preventing, addressing, and taking action against discrimination, and must report any instances of misconduct.

All Resillion staff must not unlawfully discriminate against or harass other people, including current and former colleagues, job applicants, clients, customers, suppliers, and visitors. This applies in the

workplace, outside the workplace (when dealing with customers, suppliers, or other work-related contacts) and on work-related trips or events including social events.

The following forms of discrimination are prohibited under this policy and are unlawful:

- **Direct discrimination:** treating someone less favourably because of a Protected Characteristic.
- **Indirect discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.
- **Harassment:** this includes sexual harassment, cyber bullying, workplace microaggressions and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment. This includes where someone mistakenly believes that the person victimised has done so. Refer to the Whistleblowing Policy regarding the protection for whistleblowers.
- **Disability discrimination:** this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

## 4 Recruitment and selection

Resillion will endeavour to actively seek to improve representation in underrepresented groups at all levels of the organisation by implementing inclusive hiring strategies, using diverse recruitment panels, and monitoring hiring outcomes to assess progress.

All hiring managers will receive training on mitigating unconscious bias in recruitment, assessment, and promotion processes.

- Recruitment, promotion, and other selection exercises such as redundancy selection will be conducted on the basis of merit, against objective criteria that avoid discrimination. When recruiting or promoting, we will aim to take steps to improve the diversity of our workforce and provide equality of opportunity. Shortlisting and interviewing should be done by more than one person where possible. Our recruitment procedures will be reviewed regularly to ensure that individuals are objectively assessed based on their relevant merits and abilities.
- Vacancies should generally be advertised to a diverse section of the labour market. Advertisements should avoid stereotyping or using wording that may discourage groups from applying.
- Job applicants should not be asked questions which might suggest an intention to discriminate on grounds of a Protected Characteristic. For example, applicants should not be asked whether they are pregnant or planning to have children.
- Job applicants should not be asked about health or disability before a job offer is made, except in the very limited circumstances allowed by law: for example, to check that the applicant could perform an intrinsic part of the job (taking account of any reasonable adjustments), or

to see if any adjustments might be needed at interview because of a disability. Where necessary, job offers can be made conditional on a satisfactory medical check. Health or disability questions may be included in equal opportunities monitoring forms, which must not be used for selection or decision-making purposes.

- We are required by law to ensure that all employees are entitled to work in the countries where Resillion operates. Assumptions about immigration status should not be made based on appearance or apparent nationality. All prospective employees, regardless of nationality, must be able to produce original documents (such as a passport) before employment starts, to satisfy current immigration legislation. The list of acceptable documents is available from the People and Talent team or the local visas and immigration departments.

## 5 Disabilities

We are committed to fostering a disability-inclusive workplace by ensuring accessibility in physical workspaces, digital platforms, and work processes. Resillion endeavours to provide assistive technologies and reasonable accommodations where required.

We recognise neurodiversity as an important aspect of workplace diversity and will take proactive steps to support neurodiverse individuals, including adjustments in hiring, training, and career progression.

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can consider what reasonable adjustments or support may be appropriate.

## 6 Part-time and fixed-term work

Resillion ensures that part-time and fixed-term employees have equal access to training, career development opportunities, and pathways to permanent roles.

Part-time and fixed-term colleagues should be treated the same as comparable full-time or permanent colleagues and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate) unless different treatment is justified.

## 7 Breaches of this policy

Resillion operates a zero-tolerance policy for retaliation against individuals who raise concerns regarding discrimination, harassment, or other breaches of this policy. Reports will be handled confidentially, and whistleblower protections apply.

We take a strict approach to breaches of this policy, which will be dealt with in accordance with our disciplinary procedure. Serious cases of deliberate discrimination and victimisation may amount to gross misconduct resulting in dismissal.

All complaints will be thoroughly investigated, and appropriate corrective action will be taken where necessary. Outcomes and remedial steps will be communicated to relevant parties where legally permissible.

Leaders and managers will be held accountable for ensuring compliance with this policy and fostering an inclusive work environment.

If you believe that you have suffered harassment, bullying or discrimination, or witnessed it happening to someone else in the workplace, you can raise the matter through our grievance procedure. Complaints will be treated in confidence and investigated as appropriate.

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There must be no victimisation or retaliation against colleagues who complain about or report discrimination. If you believe you have been victimised for making a complaint or report of discrimination or have witnessed it happening to someone else in the workplace, you should raise this through our grievance procedure.

We encourage the reporting of all types of potential discrimination, as this assists us in ensuring that diversity, equity, and inclusion principles are adhered to in the workplace. However, making a false allegation in bad faith, or that you know to be untrue, will be treated as misconduct and dealt with under our disciplinary procedure.