

# **Diversity, Equity and Inclusion Policy**

Lupin is committed to fostering a diverse, equitable, and inclusive workplace culture where all employees feel valued, respected, and supported. We believe that diversity in all its forms, including race, ethnicity, gender, sexual orientation, age, ability, and more, enriches our organization and makes us stronger.

**Purpose:**

The purpose of this policy is to establish and maintain an inclusive workplace that is free from discrimination, bias and harassment. Our goal is to ensure that all employees are treated fairly and with respect, regardless of their differences.

**Scope:****Policy Statement:**

- **Non-Discrimination:** Lupin prohibits discrimination based on race, ethnicity, gender identity, gender expression, sexual orientation, age, ability, and any other characteristic protected by law. This applies to all aspects of employment, including hiring, promotion, compensation and benefits.
- **Diversity and Inclusion:** Lupin values diversity and actively promotes an inclusive workplace culture. We believe that diversity of thought, perspective, and experience is essential for our success and enhances the quality of our work.
- **Harassment-Free Workplace:** Lupin is committed to providing a workplace free from harassment, bullying, and intimidation. All employees are expected to treat each other with respect and dignity, and any behaviour that creates a hostile or intimidating work environment will not be tolerated.
- **Accessibility:** Lupin is committed to providing reasonable accommodations for employees with disabilities, in accordance with applicable laws. We will work with employees to provide the necessary support and resources to ensure that all employees are able to perform their job duties.
- **Recruitment and Hiring:** Lupin is committed to a fair and inclusive hiring process. Our recruitment and hiring practices are designed to attract a diverse pool of candidates, and all applicants are considered based on their qualifications and experience.
- **Employee Development:** Lupin is committed to providing all employees with equal opportunities for professional development and advancement. We believe that everyone should have access to the same resources, training, and support to help them reach their full potential.

**Training:**

We will provide training and development opportunities for employees to increase their understanding of diversity, equity, and inclusion and to support the implementation of this policy.

**Feedback and Complaints:**

Lupin encourages employees to provide feedback and voice any concerns about diversity, equity, and inclusion. Employees may report any incident of discrimination, bias, or harassment to their manager or HR Business Partner.

Lupin does not tolerate any retaliation or reprisals of any form against employees who report concerns in good faith or provide relevant information when required. All concerns are taken very seriously, thoroughly investigated, and appropriate action is taken to address the issue.

#### **Review and Updates:**

We will regularly review and update this policy to ensure that it reflects our commitment to diversity, equity, and inclusion and to ensure that our practices align with best practices in the field.

#### **Definitions:**

- **Diversity at the Workplace:** Diversity at the workplace refers to the variety of differences among employees in an organization. This can include differences in race, ethnicity, gender, age, sexual orientation, disability, religion, cultural background, education, and other characteristics. In a diverse workplace, employees bring their unique perspectives, experiences, and talents, which can enhance creativity, innovation, and problem-solving. A diverse workforce can also promote a culture of inclusion, where individuals feel valued, respected, and supported, and can lead to better decisionmaking, increased productivity, and improved employee morale. Embracing diversity at the workplace is important to ensure fair and equal opportunities for all employees, and to create a positive and inclusive work environment.
- **Equity at the Workplace:** Equity at the workplace refers to the fair treatment of all employees, regardless of their differences, with the goal of achieving equal outcomes. Equity recognizes that individuals may start from different points and face different barriers or challenges, and therefore require different resources and support to succeed. Equity involves identifying and addressing systemic barriers and biases that may prevent certain groups from accessing opportunities and resources. This can include addressing issues such as pay equity, promotion opportunities, and access to training and development programs. By promoting equity, organizations can ensure that all employees have equal access to opportunities, are treated fairly, and have the support they need to succeed. This can result in a more diverse, inclusive, and productive workplace culture.
- **Inclusive Workplace:** An inclusive workplace is a work environment that values and respects diversity, and where all employees feel valued, supported, and included. An inclusive workplace recognizes and celebrates the unique perspectives, experiences, and identities that individuals bring, and actively seeks to create an environment where everyone feels welcome, regardless of their differences. This can involve creating policies and practices that promote equity and diversity, providing training and education on inclusion and bias, and fostering a culture of respect, empathy, and open communication. In an inclusive workplace, employees feel empowered to share their ideas and perspectives, and can contribute to the organization's success in meaningful ways. An inclusive workplace is not only the right thing to do, but it also can have numerous benefits, such as increased innovation, employee satisfaction, and improved organizational performance.



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