Diversity & Inclusion Policy

EKAN International Construction Energy Contracting and Trade Limited Company

1. Purpose

This policy is issued on EKAN International Construction Energy Contracting and Trade Limited Company letterhead and forms an integral part of the company's corporate governance framework.

1. Purpose

The purpose of this Diversity & Inclusion (D&I) Policy is to reaffirm our company's commitment to fostering a diverse, inclusive, and respectful workplace where all individuals are treated fairly and provided with equal opportunities.

2. Scope

This policy applies to all employees, workers, contractors, consultants, and business partners engaged with the company, regardless of position, seniority, or employment status.

3. Our Commitment

We are committed to:

- Promoting diversity in the workplace by valuing differences in nationality, ethnicity, culture, gender, age, religion, language, physical ability, and professional background.
- Ensuring an inclusive working environment where all individuals feel respected, supported, and able to contribute fully.
- Providing equal opportunities in recruitment, employment, training, development, promotion, and compensation.
- Preventing discrimination, harassment, bullying, or any form of unfair treatment.

4. Equal Opportunity

All employment-related decisions shall be based on merit, qualifications, experience, and business needs. Discrimination based on race, color, nationality, gender, marital status, religion, age, disability, or any other protected characteristic will not be tolerated.

5. Respectful Workplace

We expect all employees and partners to:

- Treat others with dignity, fairness, and respect.
- Communicate professionally and constructively.
- Refrain from any behavior that could be considered discriminatory, offensive, or exclusionary.

6. Responsibilities

- Management is responsible for implementing this policy and leading by example.
- Employees are responsible for complying with this policy and reporting any concerns or violations.
- Any reported breach of this policy will be taken seriously and investigated in a confidential and fair manner.

7. Compliance

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment or business relationships.

8. Continuous Improvement

We are committed to continuously reviewing and improving our diversity and inclusion practices to ensure alignment with international standards and best practices.

Approved by: Management
Effective Date: 01.01.2026
Review Cycle: Annual