



Blis Technologies Limited

Diversity and Inclusion Policy

Blis Technologies is committed to achieving a diverse workforce and inclusive workplace practices in order to harness the business benefits of diversity, further social justice and comply with legislation.

- We regard diversity and inclusion as essential to successfully and sustainably achieving our organisation's goals.
- We respect and value the potential contribution of each team member.
- We regard discrimination as unfair, unacceptable and unlawful so we will not tolerate its active practice and are dedicated to eliminating its passive practice.
- We recognise our key role in educating managers about the business benefits of diversity and inclusion, how to recognise discrimination and know what action to take.
- We understand the importance of measuring progress on our diversity journey.
- We understand the value of involving a cross-section of our team in our diversity journey.
- We acknowledge and will address the key concepts of equal employment opportunities, equitable pay, flexibility and work life balance, accessibility, and cultural sensitivity.

Roles and Responsibilities

Board

Responsible for approving the measurable objectives developed by management and conducting an annual assessment of this policy, the objectives and the progress made toward achieving them.

Chief Executive

Responsible for developing and, once approved by the Board, implementing the measurable objectives for achieving diversity and inclusion.

Managers

Responsible for ensuring Blis people are committed to this policy, their obligations under any applicable diversity and inclusion strategy or initiatives, Blis's obligations under the Human Rights Act 1993 and Blis's commitment to diversity and inclusion in the workforce.