
EDIL BUSINESS GROUP EQUITY, DIVERSITY, AND INCLUSION POLICY

At Edil Business Group, we are committed to fostering a workplace culture that values equity, diversity, and inclusion (EDI). Our mission is guided by our core values of Excellence, Integrity, Respect, and Innovation, aiming to create an environment where every employee feels respected, valued, and empowered to contribute their best. This policy outlines our principles and practices in alignment with Sustainable Development Goals (SDGs).

- **Creating a Supportive Work Environment (SDG 8)**
We strive to create a safe, respectful, and inclusive workplace where diversity is celebrated, and all employees feel supported in achieving their full potential. We promote fairness in all aspects of employment, ensuring equal opportunities for career development and advancement.
- **Upholding Non-Discrimination and Equal Opportunity (SDG 10)**
We reject all forms of discrimination based on gender, ethnicity, race, nationality, age, disability, religion, sexual orientation, or any other protected characteristic. Our employment decisions are based on merit, skills, and qualifications, fostering a fair and inclusive workplace for all.
- **Ensuring a Safe and Respectful Workplace (SDG 3, SDG 8)**
We prioritize the safety and well-being of our employees by maintaining a workplace free from harassment, intimidation, and bullying. We have zero tolerance for behaviors that undermine a respectful work environment and take prompt action to address any misconduct.
- **Promoting Awareness and Inclusive Culture (SDG 5)**
We promote awareness of diversity and inclusion through training programs and initiatives that challenge unconscious bias and promote cultural competence. By fostering an inclusive culture, we encourage collaboration, creativity, and innovation among our diverse workforces.
- **Leadership Commitment and Diversity Management (SDG 8)**
Our leaders are committed to championing diversity and inclusion as integral to our business success. They are evaluated on their ability to foster inclusive teams and lead with fairness and respect across all levels of the organization.
- **Engaging Our Supply Chain (SDG 12, SDG 17)**
We extend our commitment to diversity and inclusion to our suppliers and subcontractors, promoting practices that ensure equal opportunities and inclusivity throughout our supply chain. We collaborate with partners who share our values and commitment to EDI principles.
- **Compliance and Legal Standards (SDG 16)**
We comply with all applicable laws and regulations related to equity, diversity, and inclusion in every region where we operate. Our policies and practices are regularly reviewed and updated to reflect the latest legal requirements and best practices.

- **Addressing Discrimination and Harassment (SDG 16)**

We encourage open communication and provide multiple channels for employees to report incidents of discrimination or harassment. We conduct thorough investigations and take decisive action to address any substantiated claims while protecting the confidentiality and rights of all parties involved.

- **Transparency and Accountability (SDG 16)**

We are committed to transparency in our EDI efforts, regularly measuring and publicly reporting on our progress. We hold ourselves accountable to our stakeholders, ensuring our diversity and inclusion initiatives contribute positively to our organizational goals and societal impact.

- **Continuous Improvement and Learning (SDG 4)**

We continuously evaluate the effectiveness of our EDI policies and practices, seeking feedback and insights to drive continuous improvement. By learning from our experiences and sharing best practices, we strive to create a workplace culture that embraces diversity and fosters inclusivity at all levels.

This policy serves as a foundation for promoting equity, diversity, and inclusion at Edil Business Group. We are dedicated to creating a workplace where diversity is celebrated, inclusion is embraced, and all employees thrive and succeed.



Valentina Dari
COO | Chief Operating Officer
Edil Business Group