

Missirian Policy on Diversity, Equity & Inclusion

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1. Our commitment

At Missirian, our ambition is to foster a truly inclusive workplace where every employee feels valued, respected, and empowered to contribute their unique talents and perspectives.

We believe that a diverse workforce, coupled with a culture of Equity and inclusion, is not only a moral imperative but also a critical driver of innovation, business performance, and sustainable success.

We are committed to building an organization where all employees have the opportunity to thrive, regardless of their background, identity, or beliefs.

2. Definitions & scope

Diversity: We actively seek to increase representation of individuals from a wide range of backgrounds at all levels of our company, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, religion, disability, and national origin.

Equity: We ensure fair treatment, access, opportunity, and advancement for all employees. We strive to identify and eliminate barriers that have prevented the full participation of some groups, ensuring a level playing field.

Inclusion: We cultivate an environment where all individuals feel a sense of belonging, are respected, connected, and able to bring their authentic selves to work. We value and leverage diverse perspectives in decision-making.

This policy applies to all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, termination, and all other company activities.

3. Our key principles & actions

To translate our commitment into action, we will focus on the following areas:

A. Our workplace:

Unbiased hiring & promotion: We implement structured hiring processes, interview panels, and unconscious bias training for all involved in recruitment and people management to ensure decisions are based on merit and potential.

Equitable development: We provide equal access to mentorship and training, to support career growth for all employees.

Pay equity: We conduct pay equity reviews to identify and address any unjustified disparities based on gender, ethnicity, or other protected characteristics.

Inclusive culture: We foster an environment of respect through inclusive leadership training and zero-tolerance for discrimination or harassment of any kind.

B. Our marketplace:

Responsible marketing: In all our marketing and commercial practices, we are committed to portraying diversity respectfully and inclusively and to adhering to all regulations designed to prevent targeting of vulnerable populations.

C. Our community:

Strategic partnerships: We engage with and support external organizations and community initiatives that promote education, economic empowerment, and social equity, aligning with our business and sustainability goals.

4. Leadership & accountability

Achieving our DEI goals is a shared responsibility that requires active leadership.

Senior leadership is accountable for setting the tone, championing DEI initiatives, and integrating these principles into business strategy.

Managers are responsible for modeling inclusive behaviors and implementing this policy within their teams.

All employees are expected to contribute to a respectful and collaborative work environment.

HR Department will be responsible for monitoring progress, measuring outcomes and providing reports to the Board and executive team.