

Title	Diversity, Equity and Inclusion (DEI) Policy
Version	V1
Issue Date	
Revision Date	

I. Introduction to the Policy:

Foods and Inns Limited (“The Company” or “F&I”) values diversity and is committed to creating an inclusive and equitable workplace. We believe in celebrating differences, promoting fairness, and ensuring equal treatment for all individuals, regardless of their background.

Foods and Inns will continue to build a workplace where diversity is celebrated, inclusion is the norm, and equity is a reality for all. By embracing diversity, inclusion and equity, we are committed to excellence, integrity, and social responsibility, setting the standard for inclusive workplaces in our industry and beyond.

II. Scope:

This policy applies to all individuals at every level and position within the Company, including permanent, fixed-term, or temporary employees, as well as any other individuals associated with us or any of our subsidiaries/associates.

III. Key Definitions:

- **Diversity:** The variety of human experiences, backgrounds, and identities that contribute to a rich and dynamic work environment. This can include race, ethnicity, gender, sexual orientation, age, religion, disability, veteran status, and more.
- **Inclusion:** Making sure employees feel welcome in the workplace by embracing their differences. By adopting an attitude that values differences, we encourage employees to bring their whole selves to work and give employees the confidence that they’ll be seen and heard when they advocate for themselves.
- **Equity:** Refers to fair treatment for all people, so that the norms, practices, and policies in place ensure identity is not predictive of opportunities or workplace outcomes.
- **Discrimination:** Treating someone less favorably or denying them opportunities because of a protected characteristic like race, gender, or disability. This can be direct (overtly treating someone differently) or indirect (policies seemingly neutral but disproportionately impacting certain groups).
- **Harassment:** Unwelcome conduct that creates a hostile or offensive work environment based on a protected characteristic. This can be verbal (offensive jokes, slurs), physical (unwanted touching), or visual (offensive pictures).

IV. Policy

F&I believes that a diverse and inclusive workplace fosters creativity, innovation, and a strong sense of community. This Policy serves as a foundation for building a workplace where everyone feels valued, respected, and empowered to reach their full potential.

- **Commitment to DEI**

We believe in diversity, equity, and inclusion as essential pillars of our culture. We strive to create a workplace where everyone feels valued, respected, and empowered to thrive. Our commitment to DEI drives our actions, policies, and decisions every day.

- **Non-Discrimination and Anti-Harassment**

We prohibit all forms of discrimination and harassment based on protected characteristics. This includes, but is not limited to:

- Recruitment and selection
- Promotion and training opportunities
- Compensation and benefits
- Job assignments and work schedules
- Termination or disciplinary action

We do not tolerate any conduct that creates a hostile or offensive work environment. This includes verbal harassment, physical harassment, and visual harassment. We encourage employees to report any incidents of discrimination or harassment immediately, without fear of retaliation.

- **Accountability and Compliance**

We hold all employees, including directors, executives, managers and supervisors, accountable for upholding the principles of DEI policy in their interactions with colleagues, clients, and stakeholders. Any violations of this policy will be promptly investigated and addressed.

- **Continuous Improvement**

We are committed to continuous improvement in our DEI efforts. We regularly review and evaluate our policies, practices, and outcomes to identify areas for enhancement and implement targeted interventions to address disparities and promote inclusivity and equity.

V. Grievance Mechanism

At F&I, we are committed to providing a fair and transparent grievance mechanism to address concerns related to DEI raised by employees, contractors, customers, and other stakeholders. Our grievance mechanism is designed to ensure that all individuals have a platform to report such issues without fear of reprisal and that their concerns are promptly and effectively addressed and resolved.

- We provide multiple channels for individuals to report grievances, including direct communication with HR representatives, online reporting platforms, or anonymous suggestion boxes.
- We respect the privacy and confidentiality of all individuals involved in the grievance process.
- We are committed to responding promptly to all grievances received through our mechanism. Upon receipt of a complaint, we will acknowledge its receipt and initiate an investigation into the reported issue.
- We regularly review and evaluate our grievance mechanism for DEI to identify opportunities for improvement and ensure its effectiveness in addressing diversity, equity, inclusion & harassment-related issues.