

DIVERSITY, EQUALITY, AND INCLUSION COMMITMENTS

STATEMENT OF INTENT

This document outlines the principles and practices of promoting Diversity, Equality, Inclusion, and non-discrimination within **MiningiDEAS**. We promote that all individuals have the right to be treated with respect and dignity, regardless of race, gender, sexual orientation, gender identity, age, religion, disability, or any other characteristic protected by law.

At **MiningiDEAS**, our mission is to foster actions that promote equality, diversity, and workforce integration, contributing to the well-being of our collaborators. We believe equality and diversity are key components for social growth and progress, enabling us to address the challenges in our internationally-focused projects and optimize the management of the multicultural teams within **MiningiDEAS**.

Diversity, Equality, and Inclusion Commitments Undertaken by MiningiDEAS

The actions that **MiningiDEAS** has developed to promote diversity, equality, and inclusion are outlined below:

- Create an organizational environment that attracts, retains, and empowers diverse professional profiles, bringing new perspectives, solutions, and knowledge of the cultural and economic diversity of the markets in which we operate, as well as potential new markets.
- Promote and foster equal opportunities for participation in society and the workplace.
- Ensure the eradication of all types of discrimination, including direct or indirect discrimination, discrimination by association, harassment, and victimization.
- Foster a work environment that supports the inclusion of all individuals, promoting interaction among different cultures, backgrounds, and competencies.
- Ensure necessary accessibility measures so that people with disabilities have equal access to services and opportunities like others.

- Ensure gender and other protected characteristics pay equality. All individuals should receive equal pay for equal work.
- Promote training and development opportunities for all collaborators, regardless of their background or characteristics.
- The senior management should demonstrate their commitment to diversity and equality and lead the change towards a more inclusive culture.

