

BREATHESAFE 2021

DIVERSITY POLICY

POLICY STATEMENT

BreatheSafe has a strong commitment to diversity and recognises the value of attracting, engaging, and retaining employees with different backgrounds, experience, and perspectives. The diversity of our people is one of our great strengths. Having a diverse and inclusive workplace enables BreatheSafe to attract and retain talented people, create more innovative solutions, foster stronger problem-solving capabilities and be more flexible and responsive to our customer's needs. This policy applies to all directors, top management, supervisors, and employees of BreatheSafe. This policy does not replace or limit equal opportunity and anti-discrimination obligations or require any departure from them.

AIMS AND OBJECTIVES

BreatheSafe has developed, implemented, and will measure key initiatives, objectives, and measures to promote diversity in the organisation and support the aims of this diversity policy. These will be reviewed on a regular basis. Our objectives include:

- Gender equality in the governance of the organisation
- Diversity of experience, thought and skill set in top management
- Gender pay equality
- Supportive and flexible work practices
- Fostering a culture conducive to respect and substantive equality
- Comply with equal opportunity and anti-discrimination legislation

RESPONSIBILITIES

It is the responsibility of all directors, top management, supervisors, and employees of BreatheSafe to comply with the company's Diversity Policy and report violations or suspected violations in accordance with this Diversity Policy.

We will:

- Ensure everyone working at BreatheSafe is responsible for understanding this policy and incorporating it into their daily work practices
- Ensure top management and supervisors understand their role in promoting diversity, communicating, and implementing policies and procedures effectively and work with staff to integrate the values of diversity into employment practices
- Review the policy and revise the policy based on data collected or as updated in the regulations and legislations

Authorised By

Signed:  _____ Kevin Johnston Date: 5/8/2021