

Equality, Diversity, and Inclusion (EDI) Policy

SibiNet Limited is committed to fostering an inclusive and diverse workplace where everyone is treated with respect and dignity. Our Equality, Diversity, and Inclusion (EDI) Policy outline our commitment to promoting equality, preventing discrimination, and ensuring a workplace that celebrates diversity.

1. Scope and Applicability

This policy applies to all employees, job applicants, clients, and contractors, regardless of their role or level within the organization. SibiNet Limited expects all individuals associated with the company to adhere to the principles outlined in this policy.

2. Principles and Commitments

Equal Opportunities:

SibiNet Limited is dedicated to providing equal opportunities for all employees, ensuring that no one is discriminated against on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Inclusive Work Environment:

We aim to create an inclusive work environment that values and respects the diverse backgrounds, experiences, and perspectives of our employees.

Zero Tolerance to Discrimination:

Discrimination or harassment of any form, including but not limited to, bullying, victimization, and microaggressions, will not be tolerated within our organization.

Reasonable Adjustments:

SibiNet Limited is committed to making reasonable adjustments to support employees with disabilities, ensuring they have equal access to opportunities and facilities.

Training and Awareness:

Regular training programs will be conducted to raise awareness of EDI principles among employees and promote understanding and acceptance.

3. Implementation of the Policy

Recruitment and Selection:

Ensuring fair and unbiased recruitment and selection processes that attract a diverse pool of candidates.

Career Development:

Providing equal opportunities for career development and progression, based on merit and skills.

Flexible Working:

Offering flexible working arrangements to accommodate diverse needs and promote work-life balance.

Reporting and Monitoring:

Implementing mechanisms for reporting incidents of discrimination or harassment and monitoring EDI-related metrics to track progress.

4. Responsibilities**Senior Management:**

Senior management is responsible for embedding EDI principles within the organizational culture, fostering an inclusive environment, and regularly reviewing the effectiveness of this policy.

Managers and Supervisors:

Managers and supervisors are responsible for implementing and promoting the principles of this policy within their respective teams.

All Employees:

Every employee is responsible for adhering to this policy, treating colleagues with respect, and contributing to a positive and inclusive workplace.

5. Review and Update

This policy will be regularly reviewed to ensure its relevance and effectiveness. Any necessary updates will be made to reflect changes in legislation, organizational structure, or best practices.

This Equality, Diversity, and Inclusion (EDI) Policy is endorsed by the senior management team of SibiNet Limited.

Muhammad, Director



Date: 30/09/2024