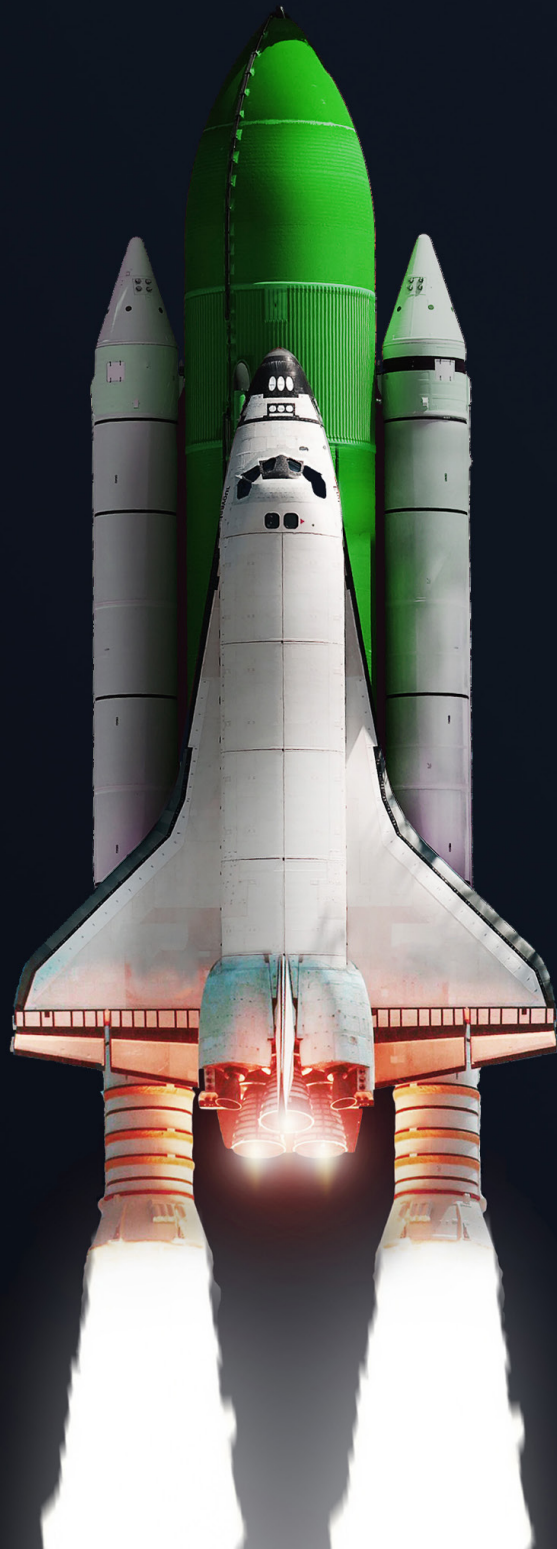




# Diversity and Inclusion Policy



## Diversity and Inclusion Statement

At Nexoid, we ardently believe in the principles of diversity and inclusion. Our conviction is not merely anchored in the moral understanding that every individual deserves equality regarding opportunity, but also in our steadfast belief that our collective differences enrich and invigorate our organisation. This isn't simply a declaration for us – it's an ethos we live by, recognising that diverse teams ignite creativity, foster fresh perspectives, and cultivate more comprehensive solutions to the challenges we face.

In today's ever-shifting global landscape, it is paramount for Nexoid, both organisationally and personally for everyone involved, to promote and celebrate diversity. We acknowledge that by embracing the broad spectrum of experiences, backgrounds, and viewpoints, we not only serve our community with greater efficacy but also position ourselves for growth and success. Furthermore, we believe that an inclusive environment, where everyone feels a sense of belonging, is pivotal for personal well-being, motivation, and optimal performance.

We remain resolute in our commitment to nurture a workspace where individuals of all races, genders, sexual orientations, neurodiversities, religions, abilities, and ideologies feel profoundly respected, valued, and empowered. We staunchly uphold the principle that career progression should hinge solely on one's achievements and contributions. Our meritocratic stance ensures that the most talented individuals prosper, irrespective of their backgrounds, allowing us to continually benefit from the diverse array of skills and experiences they offer.

## Communication

Our official communications adhere strictly to the use of gender-neutral language, ensuring that every individual feels both recognised and valued. Recognising the rich tapestry of cultures, traditions, and beliefs present in our workforce, our language employs inclusive terminology. When referencing public holidays or celebrations, we approach with a mindfulness that our team comprises individuals who observe a plethora of occasions, each with its unique significance. It's paramount to us that our communications remain culturally sensitive and devoid of unintentional biases or stereotypes.

Equitable access to information is a cornerstone of our communication strategy. To cater to diverse preferences, we ensure that information is disseminated in a variety of formats, encompassing written, visual, and auditory means. Moreover, the communication tools, platforms, and resources within Nexoid have been crafted with accessibility in mind, ensuring inclusivity even for those with disabilities.

## Recruitment

Our recruitment process is designed to emphasise skills and experience above all else. We understand that talent is universal, but opportunities are not always so. Hence, to ensure an unbiased approach, we employ blind screening techniques. This means personal identifiers such as age, name, and gender are eliminated, allowing us to focus solely on an applicant's educational background, employment history, and the clarity with which they articulate their skills and knowledge on their CV.



Embracing the advancements of the digital age, we make extensive use of IT tools in our recruitment process. By utilising digital platforms and AI-driven interviews, we can further ensure an objective evaluation of candidates, irrespective of personal biases. This approach is complemented by our use of advanced psychometric tools. These tools allow us to gain a deeper understanding of an applicant's cognitive abilities, personality traits, and potential fit within the Nexoid culture. The combined use of technology ensures a comprehensive, fair, and transparent assessment of all candidates.

Every candidate is taken through a systematic interview procedure to guarantee consistency across all evaluations. Beyond just assessing skills and fit, it is pivotal for us that candidates have a clear understanding of what Nexoid offers and expects. Thus, during the recruitment process, we provide a comprehensive overview of our remuneration policy, ensuring candidates have a transparent view of our compensation structures, benefits, and growth opportunities. Additionally, we outline the expectations and responsibilities tied to their prospective roles, ensuring both the candidate and Nexoid are aligned in their aspirations and commitments.

## Managing Staff

Our approach to management is firmly grounded in the principles of fairness and transparency. Guided by widely recognised Key Performance Indicators (KPIs) and objectives, we strive to cultivate an environment where every employee is assessed based on clear and consistent metrics. Employees occupying the same roles can rest assured that they are evaluated against identical standards, ensuring consistency in performance assessments throughout.

Our guiding ethos rests on a foundation of mutual respect and understanding. As a collective, we treasure the individuality and distinctiveness each member contributes. Whilst we champion our varied backgrounds and perspectives, it's crucial that our policies are upheld with the highest integrity. Any misuse of our diversity and inclusion policies, particularly actions leading to bullying or harassment, will be met with zero tolerance. We are steadfast in our commitment to ensuring a safe and respectful working environment for everyone.

Open communication is central to our management standards. We ardently believe that open dialogue is pivotal for an organisation's success. Line managers are entrusted to maintain regular engagement with their teams, nurturing an environment of collaboration and trust. By prompting team members to share their backgrounds, experiences, and cultures, we not only enrich our workspace but also strengthen the ties of mutual understanding, reinforcing our unified purpose.

Finally, we recognise the importance of fostering professional relationships both within and outside the office boundaries. Social interactions are key to enhancing team cohesion and fostering a sense of belonging. With this in mind, we warmly encourage our staff to engage with their colleagues, both during official working hours and in more relaxed settings. This focus on camaraderie and community spirit promotes a unified and harmonious work atmosphere.

## Remuneration

Our compensation structure is intrinsically tied to Key Performance Indicators (KPIs) and individual contributions. This model ensures that our employees are remunerated in reflection of their tangible achievements and efforts. We hold a steadfast commitment to transparency in our pay scales, enabling each member of our team to discern the correlation between their performance metrics and corresponding compensation.



Whilst performance is a central determinant, our overarching pledge is to the principle of equitable remuneration. Every team member, regardless of race, gender, religion, or any other distinguishing characteristic, is assured fair compensation for equivalent roles and comparable performance levels.

To ensure our remuneration remains competitive, we undertake periodic reviews of our compensation structures. This diligence ensures alignment with evolving industry standards and underscores our commitment to rewarding the talents and efforts of our invaluable team.

## Corporate structure

Our corporate ethos leans towards a flat hierarchical structure wherever practicable. This framework accentuates open dialogue, enabling swift decision-making and ensuring empowerment across all employee tiers. Instead of adhering to conventional roles and hierarchies, we place emphasis on dedicated teams. These teams are pivotal in delivering services, whether directly to our clientele or for internal purposes.

Clear delineation of roles and expectations is crucial within our unique structure. It not only ensures seamless collaboration but also fosters an environment where each individual is aware of their responsibilities and contributions to the broader organisation. This approach, whilst untraditional, ensures that we remain agile, communicative, and ever-responsive to the evolving needs of our business landscape.

## Flexible time and remote working

We recognise the shifting landscape of modern workplaces and the significance of maintaining a work-life balance. To this end, we offer flexible working arrangements, including the option for remote work or working from home. This approach allows our employees to capitalise on environments where they feel most productive and balanced.

Nevertheless, the cornerstone of our ethos is also underpinned by the importance of nurturing robust team relationships. While flexibility is encouraged, there are occasions when the cohesiveness of the team is paramount. In such instances, Nexoid might necessitate office attendance to ensure both operational effectiveness and the harmonious collaboration that is fundamental to our success.

This balanced approach ensures that while individual preferences and needs are respected, the collective goals and unity of the team remain at the forefront of our priorities.

## Mentorship program

We place significant emphasis on continuous learning and personal development. To this end, all our managers are entrusted with the responsibility of providing mentorship and training. This fosters an environment ripe for professional growth and advancement.

Understanding that each individual's learning journey is unique, our training programmes are bespoke, tailored to cater to specific needs and aspirations. This personalised approach ensures that every team member can harness opportunities that are most aligned with their professional objectives.

Furthermore, we champion a proactive stance towards individual growth. While employees are encouraged to take the reins of their



own development, managers stand ready as guiding pillars, offering invaluable advice, and ensuring access to the requisite resources. This symbiotic relationship forms the backbone of our commitment to nurturing talent and driving excellence within our ranks.

## Feedback Mechanism and Dispute Resolution

The feedback of our team members holds paramount importance. We actively seek input, especially with regard to our diversity and inclusion policy, through means such as surveys and open forums. This open dialogue ensures that our practices remain relevant and are consistently improved upon based on first-hand experiences and insights.

To further our commitment to an inclusive work environment, we've established a confidential channel through which employees can articulate concerns specifically related to diversity and inclusion. This ensures that every voice, even those that might otherwise remain silent, can be heard.

It is of utmost priority to us that these concerns are addressed promptly, but more importantly, with the requisite sensitivity and discretion. Through this dual approach of active feedback and a responsive mechanism, we aim to continuously refine our practices and ensure that Nexoid remains a bastion of inclusivity and fairness.

## Updates and Reviews

At Nexoid, our dedication to diversity and inclusion remains steadfast. It's essential that our policies not only reflect our commitment but also remain pertinent in a rapidly evolving landscape. As such, we undertake regular reviews of these policies to ensure their continued relevance and effectiveness.

These reviews are conducted either on an annual basis or more frequently when necessitated by particular circumstances. Our review process is robust and multi-faceted, drawing on various key insights.

Feedback from our team members serves as a pivotal foundation for these revisions. Additionally, we remain attuned to emerging best practices within our industry and the broader societal norms. By amalgamating these diverse sources of information, we strive to ensure that our diversity and inclusion initiatives are both forward-thinking and aligned with the expectations of our employees and society at large

