



# DEI Policy

**DIVERSITY, EQUITY,  
AND INCLUSION**

**NEORIS**  
equal



We are a leading global **digital accelerator with over 20 years of experience** and more than 5,000 talents worldwide. We assist companies in taking the leap towards innovation and **advancing on their journey towards digital transformation and the adoption of technology.**

- The content of this policy is subject to adaptation as needed.

# Diversity, Equity, and Inclusion Policy

We are committed to fostering and maintaining an inclusive and equitable work environment in which all employees, regardless of their gender, race, ethnicity, sexual orientation, disability, age, religion, nationality, or origin, can fully develop their potential and make meaningful contributions to our organization.





# Equal Opportunities and Fair Treatment

1.



- NEORIS is dedicated to **providing equal employment and professional development opportunities** for all employees, based solely on **merit and professional skills**.
- We do **not tolerate** any form of discrimination, harassment, or unfair treatment based on gender identity, sexual orientation, race, ethnicity, disability, religion, nationality, or origin.

2.



# Diversity in Talent and Culture

- We **value and actively seek diversity in talents, experiences, and perspectives within our organization**, recognizing that diversity fosters innovation, creativity, and business success.
- We **promote an inclusive work environment where all voices are heard, respected, and valued**. We strive to create a culture that celebrates diversity and promotes collaboration and mutual respect.



## Development and Training



- We provide **development and training opportunities for all employees**, regardless of background or personal characteristics. We establish programs and resources that encourage inclusive professional and personal growth.
- We promote ongoing **training on diversity, equity, and inclusion to raise awareness among our employees** and ensure that everyone has the tools and knowledge to contribute to an inclusive work environment.



## Participation and Representation

- We endeavor to achieve **equitable representation at all levels and functions of the organization, including leadership positions.** We set goals and follow hiring, promotion, and succession practices that promote diversity and inclusion.
- We encourage employee participation in diversity and **inclusion initiatives through resource groups, committees, and opportunities** to express ideas and contribute to an inclusive culture.



## Accountability and Transparency

5.



- NEORIS is committed to **continuously monitor and assess our diversity and inclusion policies and practices** to ensure effectiveness and make improvements as necessary.
- We **communicate transparently and regularly about our diversity and inclusion efforts and results, both internally and externally,** to maintain accountability and foster trust in our organization.

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