Diversity and Inclusion Policy

1. Purpose

Beamonics is committed to fostering a diverse and inclusive workplace that promotes mutual respect, equal opportunity, and appreciation of the unique attributes each individual brings to the company. This policy outlines our approach to diversity and inclusion, ensuring compliance with the European Sustainability Reporting Standards (ESRS) and the Corporate Sustainability Reporting Directive (CSRD).

2. Scope

This policy applies to all employees, contractors, interns, and job applicants of Beamonics. It encompasses all aspects of employment, including recruitment, hiring, training, development, promotion, compensation, and termination.

3. Equal Opportunity Employment

Beamonics is an equal opportunity employer. We are committed to providing equal employment opportunities to all individuals regardless of race, color, religion, sex, national origin, age, disability, genetic information, sexual orientation, gender identity, marital status, or any other characteristic protected by law.

- **Recruitment and Hiring:** We ensure that our recruitment and hiring practices are free from discrimination. Job postings are widely disseminated to reach diverse candidates. Selection criteria are based solely on job-related skills, experience, and qualifications.
- **Promotion and Compensation:** Promotions and salary increases are based on merit, performance, and business needs. We regularly review compensation practices to ensure fairness and equity across the organization.

4. Diversity Initiatives

Beamonics recognizes that diversity is key to innovation, growth, and sustainability. We are committed to creating a diverse workforce that reflects the communities we serve.

- **Workforce Diversity:** We strive to attract and retain a workforce that reflects a variety of backgrounds, perspectives, and skills. This includes, but is not limited to, efforts to increase representation of underrepresented groups at all levels of the organization.
- **Supplier Diversity:** We actively seek to engage with diverse suppliers and business partners. This includes encouraging procurement from minority-owned, women-owned, and other diverse businesses.

5. Inclusion Programs

Creating an inclusive environment where all employees feel valued and empowered is essential to our success. Our inclusion programs are designed to foster a culture of belonging and mutual respect.

- **Training and Development:** We provide ongoing diversity and inclusion training for all employees. This includes education on unconscious bias, cultural competency, and inclusive leadership. We also offer professional development opportunities to help all employees advance their careers.
- **Employee Resource Groups (ERGs):** We support the formation and activities of Employee Resource Groups. These groups provide a platform for employees to connect, share experiences, and contribute to the company's diversity and inclusion strategy.
- **Inclusive Policies:** We ensure that our workplace policies and practices are inclusive and supportive of all employees. This includes flexible working arrangements, parental leave, and accommodations for employees with disabilities.

6. Accountability and Reporting

Beamonics is committed to transparency and accountability in our diversity and inclusion efforts.

- **Monitoring and Evaluation:** We regularly monitor and evaluate our diversity and inclusion initiatives. This includes collecting and analyzing data on workforce demographics, employee engagement, and the effectiveness of our programs.

- **Reporting:** We report on our diversity and inclusion efforts in accordance with ESRS and CSRD requirements. This includes disclosing relevant metrics and progress towards our diversity and inclusion goals.

7. Roles and Responsibilities

- **Leadership Commitment:** Our leadership team is responsible for setting the tone and driving our diversity and inclusion strategy. They are accountable for creating a culture that values diversity and fosters inclusion.
- **Managers and Supervisors:** Managers and supervisors are responsible for promoting diversity and inclusion within their teams. They are expected to support and participate in diversity and inclusion initiatives and ensure fair treatment of all employees.
- **Employees:** Every employee at Beamonics is expected to contribute to a respectful and inclusive workplace. Employees should participate in diversity and inclusion training, support their colleagues, and report any concerns related to discrimination or exclusion.

8. Review and Updates

This policy will be reviewed annually to ensure it remains current and compliant with legal requirements and best practices. Updates will be made as necessary to reflect changes in our diversity and inclusion strategy or regulatory requirements.

By implementing and adhering to this Diversity and Inclusion Policy, Beamonics aims to create a workplace where all individuals are valued, respected, and empowered to contribute their best work. This commitment not only supports our corporate values but also drives innovation, performance, and sustainability.