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## Diversity Policy

Recrewmint's diversity policy covers 3 main areas: recruitment, career development and promotion, and employee support. This policy applies to all employees, prospective employees, customers, clients, contractors, vendors and all others who do business with or are in contact with Recrewmint, Inc.

**1) Recruitment:** We believe that our prospective employees will be from many different cultural, linguistic, and national backgrounds providing us with valuable knowledge for understanding complex international markets and people. We have established search strategies to identify talented women and individuals from under-represented backgrounds for recruiting permanent cyber security positions.

**2) Career Development and Promotion:** Recrewmint rewards excellence and all employees are promoted on the basis of their performance. All Managers to the CSuite are trained in managing diversity and inclusion to ensure that employees are treated fairly and evaluated objectively.

**3) Employee Support:** Recrewmint provides a safe and pleasant environment for our employees. We offer: 100% Work From Home, Open Communications, Mentor Programs, Flexible Working Time Arrangements, and Paid Cultural Holidays.



## **Policy Enforcement**

All employees are expected to be aware of Recrewmint's policies around diversity, inclusion and belonging vision and share the responsibility of upholding the policies. All employees undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills. If an employee notes that a section of the policy is not being upheld at Recrewmint they should bring it to the attention of the Director of the company who is leading the diversity committee at Recrewmint, Inc.

Issues and non-compliance will be brought to the attention of the Director of the company who is leading the diversity committee and dealt with on a case by case basis by members of the committee and individuals involved in the incident and non-compliance.

Recrewmint's Director will review the diversity policy on an annual basis.

## **Communication of Policy**

All new employees will be given a copy of this policy upon commencement of employment. Updates will also be distributed annually if changes are made during this policy during the yearly review. The policy will be posted, along with the names and contact information of the diversity committee on Recrewmint bulletin boards and on the company website at: <https://recrewmint.com>.