

POLICY FOR DIVERSITY, EQUITY AND INCLUSION (DEI)

Introduction

At Subbyx, we want everyone to feel welcomed, respected, and valued. We aim to create a company where differences are considered an asset, not a barrier. For this reason, we have adopted a Diversity, Equity, and Inclusion (DEI) policy.

This policy serves as a guide for our daily and strategic actions to create a safe, fair, and inclusive workplace for everyone — without exceptions.

What We Mean by Diversity, Equity and Inclusion

Diversity

Diversity refers to all differences among people, visible or invisible. This includes:

- Gender (man, woman, non-binary, trans...)
- Sexual and emotional orientation
- Ethnic and national origin
- Age (young, senior...)
- Physical, cognitive, and sensory disabilities
- Religion, culture, language
- Socio-economic status
- Educational or professional background

At Subbyx, we believe that the presence of these differences enriches our corporate culture and stimulates creativity.

Inclusion

Inclusion means creating an environment where everyone feels an integral part of the company, free to express themselves and contribute. Everyone must feel welcomed, heard, and valued.

Examples of inclusion:

- Meetings where everyone can speak.
- Accessible and respectful internal communication.
- Active listening and mutual respect.

Equity

Equity means creating transparent work conditions where impartial processes and programs take into account individual needs and circumstances. It does not mean giving everyone the same, but giving each person what they need to have the same opportunities.

For example:

- Providing specific tools for people with disabilities.
- Offering mentoring for individuals from disadvantaged backgrounds.

Our Main Goals

Subbyx commits to:

- Eliminate all forms of discrimination or disparity.
- Encourage active participation from all people, regardless of their characteristics.
- Promote the DEI culture both inside and outside the company.
- Monitor progress with transparent and up-to-date tools.
- Educate and raise awareness among all employees to build shared understanding.

Diversity Dimensions We Value

Gender and Gender Identity

We promote gender equality and fight against stereotypes, sexism, and discrimination. We support:

- Full parental roles, regardless of gender.
- Equal representation in leadership roles.

- The fight against gender-based violence and harassment.

Sexual and Emotional Orientation

We respect all forms of orientation and identity. We work to eliminate all discrimination by avoiding implicit biases.

Disability

We are committed to ensuring physical, digital, and cultural accessibility, enabling everyone to work effectively. We strive to break down visible and invisible barriers.

Multiculturalism and Ethnic Background

We welcome people from all backgrounds and value international perspectives. We appreciate:

- Different languages and traditions.
- Intercultural experiences.
- Collaboration among diverse cultures.

Intersectionality

We recognize that each person may hold multiple, intersecting identities. We work to understand this complexity and avoid simplistic or compartmentalized approaches.

How We Integrate DEI into Company Processes

Subbyx commits to:

- Hiring with transparent criteria, avoiding favoritism or bias.
- Training managers and team leaders in inclusive leadership.
- Evaluating performance fairly, based on capabilities, results, and context.
- Ensuring equal growth and career opportunities.
- Managing pay equitably, monitoring and correcting any gaps (e.g., gender-based).
- Designing communications and visual content that are respectful and representative of diversity.

Reporting and Listening

Everyone has the right to report non-inclusive or discriminatory behavior. Reports can be made:

- Anonymously via a designated digital form.

Whistleblowers will be protected from retaliation. Subbyx will investigate with seriousness and confidentiality.

The HR team is always available for confidential support regarding any discomforting or concerning situations.

Monitoring and Continuous Improvement

We annually review the effectiveness of this policy using data, feedback, and evaluations.

We will transparently publish our progress (e.g., in the sustainability report).

The policy will be updated at least once a year.

Shared Commitment

Diversity, Equity, and Inclusion are not only the responsibility of management — they concern all of us. At Subbyx, we commit together to:

- Foster respect in daily interactions.
- Act when we witness injustice.
- Contribute to an environment where everyone can be themselves.