



ANTI-DISCRIMINATION & EQUAL OPPORTUNITY POLICY

1. INTRODUCTION

The Anti-Discrimination and Equal Opportunity Policy of Bulsho Business Group underscores our unwavering dedication to cultivating an inclusive workplace environment that upholds the principles of fairness, respect, and equality. This comprehensive policy has been strategically formulated to guarantee that all employees, irrespective of their diverse backgrounds, are accorded the utmost respect and are afforded equal opportunities for employment, career progression, and personal growth.

At Bulsho Business Group, we firmly believe that every individual has the right to work in an environment that is free from any form of discrimination, harassment, or bias. We are resolute in our commitment to fostering a workplace culture that celebrates diversity and embraces the unique perspectives and contributions of each employee. Discrimination based on race, ethnicity, gender, sexual orientation, religion, age, disability, or any other protected characteristic is strictly prohibited and will not be tolerated. To ensure the effective implementation of this policy, Bulsho Business Group will take proactive measures to prevent discrimination and promote equal opportunity throughout all aspects of employment. These measures include, but are not limited to, the following:

- **Recruitment and Hiring:** We employ fair and unbiased practices in the recruitment and hiring processes, ensuring that all candidates are evaluated solely on their qualifications, skills, and experience relevant to the position.
- **Promotion and Advancement:** Opportunities for career advancement and professional growth will be provided based on merit, performance, and potential, without any form of discrimination or favoritism.
- **Training and Development:** Bulsho Business Group is committed to offering training and development programs that are accessible to all employees, enabling them to enhance their skills, knowledge, and capabilities without any discriminatory barriers.
- **Work Environment:** We will maintain a work environment that is free from any form of harassment, including verbal, physical, or visual, and will promptly address any reported incidents of discrimination or bias.
- **Reporting and Investigation:** Bulsho Business Group encourages employees to report any instances of discrimination, harassment, or bias. We will conduct thorough and impartial investigations into all complaints and take appropriate disciplinary action against individuals found to have violated this policy.

- **Compliance and Review:** We regularly review and update our policies and practices to ensure compliance with applicable anti-discrimination laws and regulations. Additionally, we will provide ongoing training and education to employees to promote awareness and understanding of their rights and responsibilities under this policy

2. PURPOSE

The purpose of this policy is to outline and establish guidelines to ensure a fair and inclusive work environment by prohibiting discrimination and harassment based on protected characteristics. It aims to promote equal opportunity and diversity within the workplace. Additionally, the policy provides a framework for reporting incidents of discrimination and harassment and specifies procedures for addressing such issues effectively. By implementing this policy, the BBG creates respectful and inclusive workplace culture that values and respects the rights and dignity of all employees.

3. SCOPE

This policy applies all employees within Bulsho Business Group, including employees, contractors, vendors, clients, and visitors. It covers all employment-related activities, ensuring that the principles of non-discrimination, equal opportunity, and diversity are upheld throughout the BBG. This includes various stages of the employment process such as hiring, training, promotion, compensation, and termination. By extending the policy's scope to encompass all individuals and employment-related activities, BBG aims to create an inclusive and respectful environment for everyone involved in its operations.

4. PROHIBITED DISCRIMINATION AND HARASSMENT

Bulsho Business Group strictly prohibits discrimination, harassment, and retaliation based on the following protected characteristics:

- Race, colour, or ethnicity
- Gender, gender identity, or gender expression
- Sexual orientation or preference
- Age
- Religion or belief
- National origin or ancestry
- Disability or medical condition
- Marital status or family status
- Pregnancy or related conditions

5. RESPONSIBILITIES

In accordance with the policy, specific responsibilities are assigned to different parties within Bulsho Business Group:

- 1- **Management:** Management is responsible for promoting a culture of equal opportunity, preventing discrimination and harassment, and addressing any

violations promptly and effectively. They are expected to lead by example, enforce the policy, and create an environment that fosters respect and inclusivity.

- 2- **Employees:** All employees have a responsibility to treat their colleagues, clients, and visitors with respect and dignity. They are expected to adhere to the principles of non-discrimination and equal opportunity outlined in the policy. If employees witness or experience incidents of discrimination or harassment, they have a duty to report such incidents in accordance with the policy's guidelines.

6. REPORTING AND INVESTIGATION

Employees who believe they have experienced or witnessed discrimination or harassment are strongly encouraged to report such incidents promptly. They can report the incidents to their supervisors, the Human Resources department, or the direct report compliance team within Bulsho Business Group at Confidential.reporting@bulshobusiness.com. The BBG recognizes the importance of addressing these issues and is committed to taking appropriate action.

Reports of discrimination or harassment will be treated confidentially to the extent possible, taking into consideration the need to conduct a thorough investigation. Bulsho Business Group ensures that all complaints are handled promptly and with the utmost seriousness. BBG conduct a thorough investigation into each reported incident, gathering relevant information and speaking to involved parties as necessary. This investigation process is crucial in determining the facts and taking appropriate actions to address the issue effectively.

By maintaining confidentiality and conducting prompt and thorough investigations, Bulsho Business Group aims to create a safe and supportive environment for individuals to report incidents of discrimination and harassment. BBG is committed to addressing such issues and promoting a workplace culture that values equality and respect.

7. CONSEQUENCES OF VIOLATIONS

Violations of this Anti-Discrimination and Equal Opportunity Policy may result in corrective actions in accordance with BBG's policies and procedures. Consequences may include disciplinary actions, up to and including termination of employment or contracts, depending on the nature and severity of the violation.

8. POLICY REVIEW

This BBG's Anti-Discrimination and Equal Opportunity Policy will be reviewed annually or more frequently if necessary. Updates or changes to the Policy will be communicated to all relevant personnel to ensure continued adherence to equal opportunity and anti-discrimination guidelines.

BULSHO BUSINESS GROUP CEO

Hamdi Omar 