



ThirdEye Inclusion Policy

ThirdEye is committed to the ongoing development of a culture that encourages inclusion and belonging. The following behaviours are a part of that expectation:

1. Respectful communication and cooperation between all employees.
2. No decision around an employee's position or treatment should ever be made based on an employee's age, race, gender, sexual orientation, disability status, religious beliefs, socio-economic status or any other characteristic that makes an employee unique.
3. Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
4. Work/life balance through flexible work schedules to accommodate employees' varying needs.
5. Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity within our team.

All employees of ThirdEye Consulting have a responsibility to treat others inclusively, with dignity and respect at all times. Inclusive conduct is expected during work, at clients' sites, at work functions on or off the work site, and at all other work events, sponsored or otherwise.

ThirdEye's diversity initiatives are applicable, but not limited to all of our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, social and recreational programs.

Why Is Inclusion Important At ThirdEye?

Three values guide all of our behaviour at ThirdEye:

- Integrity - we always do what's right by our clients and colleagues.
- Intelligence - our people are interesting, they're passionate about learning, creative and they enjoy working with innovative technologies.
- Intestinal Fortitude - we stick to our values and do what's right, even when it's uncomfortable and it would be easier not to.

We believe that each member of the ThirdEye team enriches our environment with their own unique life experience, knowledge, talent, innovation, self-expression, culture and beliefs. The diversity of the ThirdEye team represents not only who we are and our company culture but is also a key contributor to our success.

How We Foster Inclusion At ThirdEye

We take a number of steps to ensure inclusivity is fostered, these include:

1. **Inclusion Team** - ThirdEye's Inclusion team is composed of interested individuals within the ThirdEye team, it is open to all team members. This team drives the inclusion activities that happen at ThirdEye. They meet monthly to ensure inclusion stays front of mind.
2. **Training** - Regular training for the entire team at whole company team days, this training covers topics such as unconscious bias, allyship etc.
3. **Celebrations** - We proactively celebrate the cultures, beliefs, genders and sexuality of all employees by hosting events that are led by various employee groups, these include but are not limited to Black History Month, Diwali, Chinese New Year, International Women's Day, Eid, Pride, Bring Your Kids To Work Day etc. These celebrations are chosen based on the employee population and the aim is to foster a sense of pride and belonging while creating greater awareness and appreciation of the people who make up the ThirdEye team
4. **Diversity Calendar** - We have a Diversity Calendar that we follow each year. It highlights the celebrations that are most relevant and important to our people.

Consequences For Conduct or Behaviour That Is In Breach Of ThirdEye's Inclusion Policy

Any suspected conduct or behaviour that conflicts with ThirdEye's Inclusion policy will be investigated by the People Team and if behaviour is found to be at odds with ThirdEye's Inclusion policy, disciplinary action will be taken.

Employees who believe they have been subjected to any kind of behaviour that is against the company's diversity policy and initiatives should seek assistance from their manager or a member of the people team.

Any employee who witnesses inappropriate conduct or behaviour is encouraged to reach out to the person affected, support them, act as an ally and encourage them to report the incident.