

Your Option Services Limited
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Diverse, Equity and Inclusion Policy

Your Option are committed to creating an inclusive and equitable workplace, where everyone feels valued, respected, and accepted.

The DEI policy along with Your Options DEI strategy sets out the commitment and vision by which Your Option will enhance diversity, equity, and inclusion throughout the Company.

Team members and Employees responsibilities at Your Option:

DEI is everyone's responsibility at Your Option.

- Creating an inclusive environment that is free from discrimination, harassment, and bullying.
- Understanding and respecting the diversity of our clients, customers & team members.
- Marketing and hiring a diverse workforce.
- Ensuring that employment-related decisions are free from discrimination.
- Understanding and building our team's awareness of potential unconscious bias.
- Building a culture of awareness, respect, and integrity in our relationships with each other and within the communities.
- Providing reasonable accommodations.
- Addressing any other behaviour not consistent with this or other policies, or with applicable laws relating to equal opportunity, diversity, equity, or inclusion.
- Communicating and championing the importance of DEI.
- To continue to NEVER have a gender pay gap.
- Filter and remove comments on our social media that are harassing or disrespectful.
- We will continue to re-distribute labour to ensure its equitable.

Lisa Dumonbreville

Chief Executive Officer
18th March 2024

Your Option Services ensures that this Policy is:

Communicated: By explaining it during the employees' initial induction programme and following any subsequent changes. Copies are displayed in HQ facilities and available on request.

Implemented: By regularly auditing the Environmental Management System.

Maintained: Upon annual review and by conducting management reviews to verify the continued effectiveness of the Policy.