

Diversity and Inclusion Policy

1. Purpose

MPJ Healthcare Ltd t/a Infusion Healthcare is committed to creating and maintaining a diverse and inclusive work environment where all individuals are treated with respect and dignity. We believe that diversity of thought, experience, and background enhances our performance and leads to a more dynamic and creative workplace.

2. Scope

This policy applies to all employees, applicants, contractors, and anyone interacting with our company, regardless of their role or location.

3. Definition of Diversity and Inclusion

- **Diversity** refers to the presence of differences that include, but are not limited to, race, ethnicity, gender, age, sexual orientation, disability, religion, socio-economic background, culture, education, and life experiences.
- **Inclusion** refers to creating an environment where all individuals feel welcomed, valued, and empowered to contribute their unique perspectives and talents.

4. Equal Opportunity Employment

We are committed to providing equal opportunities to all employees and applicants, ensuring that all decisions regarding hiring, promotions, compensation, and other employment matters are made based on merit, qualifications, and business needs, without discrimination based on any of the protected characteristics.

5. Workplace Environment

We strive to create a work environment that is free of harassment, discrimination, or bias. This includes:

- Preventing workplace harassment (sexual harassment, bullying, etc.).
- Promoting an open and respectful dialogue.
- Encouraging diverse perspectives in meetings and team collaboration.

6. Recruitment and Hiring

We will take steps to ensure our recruitment practices are inclusive, actively seeking diverse talent and creating opportunities for individuals from underrepresented groups.

7. Training and Development

We will provide ongoing training on diversity and inclusion topics, including unconscious bias, cultural competency, and promoting an inclusive workplace. All employees will be encouraged to participate in these training programs.

8. Support and Accommodation

We will offer support to employees who require accommodations due to a disability, religion, or other personal circumstances. This may include flexible work arrangements or adjusted workspaces as necessary.

9. Accountability

We hold ourselves accountable to our diversity and inclusion goals. We will regularly review and assess the effectiveness of this policy and our efforts to ensure progress is being made.

10. Reporting and Addressing Concerns

We encourage employees to report any instances of discrimination, harassment, or exclusion. Reports can be made to any member of management, and we will ensure a confidential and non-retaliatory process for addressing concerns.

11. Commitment to Continuous Improvement

Our commitment to diversity and inclusion is ongoing. We will continuously evaluate our practices, policies, and progress toward creating a diverse and inclusive workplace, and we will make improvements as necessary.