



dstelecom

DIVERSITY, EQUALITY AND INCLUSION POLICY

dstelecom Policies and Procedures

Revision 01 | 25.10.2024

DE&I

Diversity, Equality and Inclusion

Dear Colleagues,

Diversity, Equality, and Inclusion are pillars of dstelecom DNA.

dstelecom is a place where we believe that diversity makes us strong. We believe in the power of diversity. We recognize and value the breadth of human experience and we work to celebrate it. Pursuing and promoting diversity and inclusion means for dstelecom to explore the most significant source of innovation. This environment is also a highway to attract and retain the very best people at all levels.

As you know, dstelecom, from the very beginning, is committed to promoting equality of opportunity, providing an inclusive workplace, and eliminating unfair treatment or unlawful discrimination. We've known that people do their best work when treated with respect, dignity, and fairness.

To make progress in these areas will require courage and boldness to change what needs to change and persistence and focus on avoiding losing sight of these goals.

But it's worth it. It's worth the push. In terms of gender and ethnicity, greater diversity is correlated with a significantly greater likelihood of outperformance. More than that, fostering a diverse and inclusive Culture is a critical success factor: it enables individuals to shine in their own right and pull together as a team. I want to formalize our commitment to this statement and policies and make it public.

I'm grateful for the talent and contributions people share with the company. You can count on me and I will count on you.

Positively,
Ricardo Salgado | CEO





PILLARS

of dstelecom DNA

Our approach is based on three fundamental principles:

Diversity. We more than accept; we value each person as individuals with their personality, experiences, and Culture. Our innovation and success dynamic will be bosted on our ability to embrace diversity, different perspectives, and approaches. And we believe and defend that everyone should feel free to give their opinions and be valued for their contributions.

Equality. We promote equality of opportunity, remove barriers, eliminate discrimination, and ensure equal opportunity and access for all workers, regardless of race, gender, or age.

Inclusion. That's why we created a Working Culture where differences are not merely accepted but valued; everyone has the opportunity to develop consistently and adheres to Dstelecom's Values. We aim to be a company where people feel respected, valued, involved, and connected to our success.

POLICY STATEMENT

Diversity, Equality and Inclusion

With this policy, dstelecom publicly commits to continue to incorporate practices that guarantee equality, diversity, and inclusion for candidates and employees in its business model. Consequently, everyone should be valued and not discriminated against through the following principles:



01. Our policy in the dstelecom is that all persons shall have a harmonious working environment. All workers are treated with dignity and respect and have equal opportunity for employment and advancement based on their ability, qualifications, and aptitude.

02. The dstelecom aims to create an inclusive working environment where individual differences are valued and respected, in which each employee can fulfill their potential and maximize their contribution.

03. dstelecom aim to continue to strive to create a harmonious workplace where everyone feels valued, respected, and included, irrespective of gender, including gender reassignment, marital or civil partnership status, race/ethnic origin, religious belief or political opinion, disability, having or not having dependents, sexual orientation, and age.

04. Dstelecom management and the Board are fully committed to the policy and ensure its full implementation. It is the responsibility of all staff to be aware of and apply this policy. When human resources policies are being developed or reviewed, must consider these principles of equality, diversity, and inclusion.

POLICY APPLICATION

Diversity, Equality and Inclusion

dstelecom is committed to promote equality of opportunity, providing an inclusive workplace and eliminating unfair treatment or unlawful discrimination. This means that it applies to all employment policies and practices, including those relating to:

- Recruitment and selection, including promotion career progression;
- Terms and conditions of employment;
- Working environment;
- Training and development;
- Redundancy and replacement.

1. Equal treatment involves much more than simply treating everyone alike; it requires recognition that some groups and individuals have specific requirements to be met to enjoy equal access to the opportunities available in the Dstelecom.

2. Embracing diversity in the workplace means creating an environment in which the contributions of all workers can be valued and supported. We aim to celebrate and value the differences in people, recognizing that people come from a wide variety of backgrounds and can be different from one another in many ways. These can include differences highlighted in current equality legislation such as race, religion, and sex and have things like an individual's personality, personal interests, and lifestyle choices.



POLICY APPLICATION

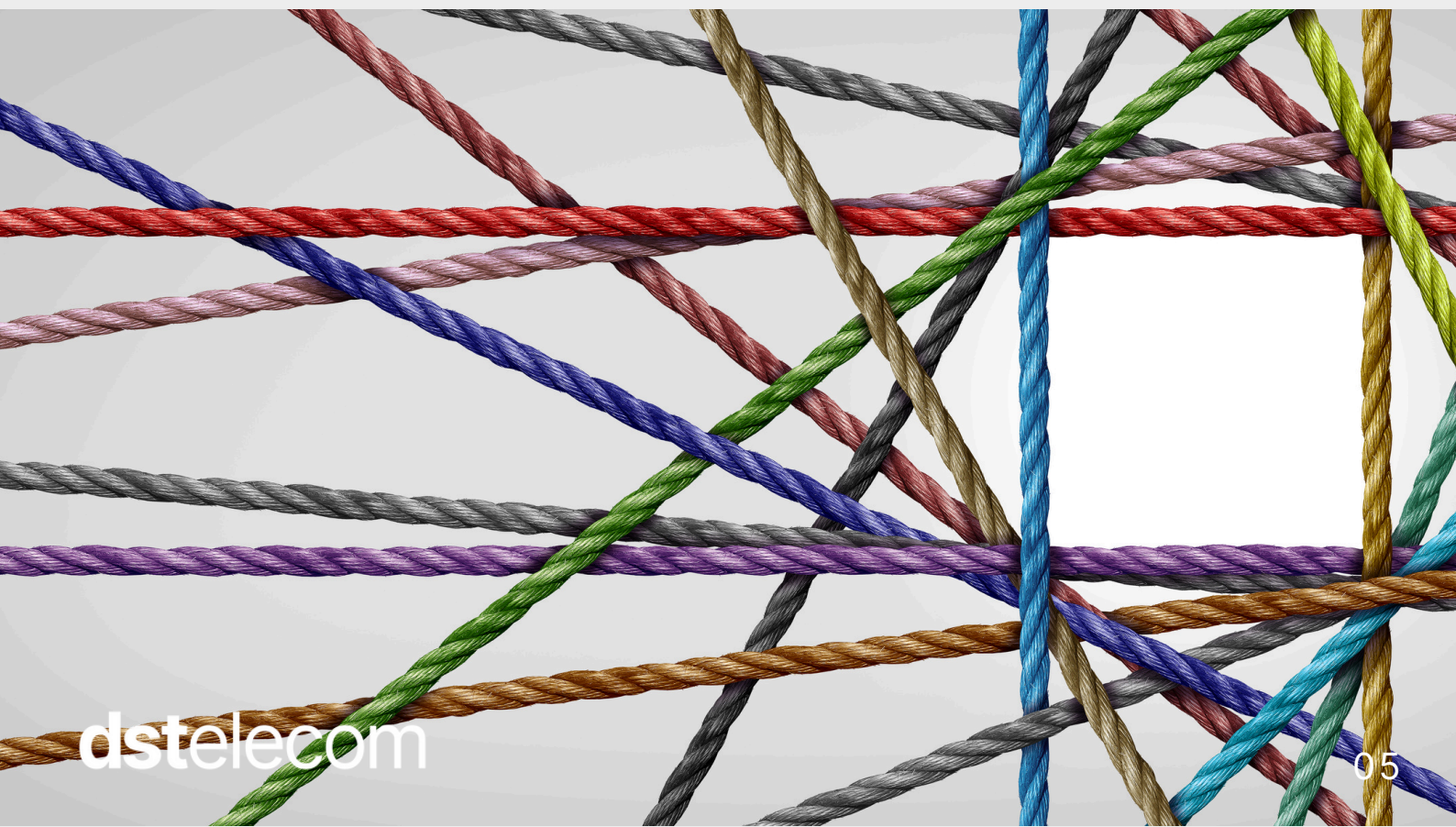
Diversity, Equality and Inclusion

3. People with different backgrounds, skills, attitudes, and experiences bring fresh ideas and perceptions. As a diverse organization, the dstelecom seeks to encourage and harness these differences to make our services more differentiating and comprehensive.

4. Inclusion is a state of being valued, respected, and supported. It is about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve their full potential. For dstelecom, this means designing and operating flexible services, practices, and procedures that take appropriate account of the needs of employees, customers, and stakeholders.

5. Our goal is to ensure that these commitments, reinforced by our values of integrity, honesty, objectivity, and impartiality, are embedded in our day-to-day working practices with all our colleagues, customers, and partners.

6. A range of policies and procedures are in place to ensure that we have a workforce that reflects the community it serves and that staff are valued and respected.



EXAMPLES

Diversity, Equality and Inclusion

01 Dignity at Work

The dstelecom aims to provide a working environment where everyone is treated with dignity and respect, free from any form of inappropriate behavior, and one in which all employees can give their best. The Dstelecom 'Dignity at Work' Policy is about creating and sustaining a productive working environment for all staff, where discrimination or harassment does not occur and is known to be unacceptable. This policy provides information on what to do should you feel your dignity at work has been affected and if you have been accused of offensive behavior. The policy also highlights the sources of information and assistance available for dealing with inappropriate behavior. There are separate informal and formal procedures for resolving complaints under this policy.

02 Work-life Balance

'Work-life Balance' policies include a range of flexible/alternative working patterns, parental leave, and career breaks. While every effort will be made to accommodate flexible/alternative working arrangements, consideration must also be given to business needs and maintaining service delivery.

03

Implementing reasonable adjustments in the workplace

We will endeavor to identify and meet different work-related needs such as providing physical adaptations or equipment and reviewing working arrangements for people with disabilities.

04

Recruitment, selection, and promotion

The principles of equality and diversity are fundamental to ensuring that Dstelecom attracts the best candidates for our positions. We must ensure that all methods for attracting and selecting candidates are justifiable and free from bias. We will require that all employees involved in recruitment are trained in the application of the principles of equality and diversity in the recruitment process.