



Diversity, Equity & Inclusion Policy



I. Introduction

REBELDOT SOLUTIONS SRL, with registered office in Salicea, Ciurila, no. 104F street, Cluj county, registered at the Trade Register Cluj-Napoca under number J12/1724/2018, VAT number 39271439, legally represented by its administrator XYZ MANAGEMENT SERVICES SRL, by its representative Tudor-Armand Ciuleanu, (hereinafter referred to as the "COMPANY" or "REBELDOT") adopts the present Diversity, Equity and Inclusion Policy (hereinafter referred to as the "DEI POLICY" or "POLICY"), to ensure compliance with international standards safeguarding all individual's rights to live and work authentically, freely and peacefully.

Our Company is committed to upholding rigorous ethical standards, enhancing our reputation, and fostering a safe and respectful workplace. We vehemently oppose any actions that undermine social equity, including discrimination, harassment, and abuse in any form, as detailed in our Workplace Harassment Guide.

Approved by: CEO – Tudor Ciuleanu

Last update: 9 January 2025

Version: V1

II. Purpose of the Policy

The purpose of this Policy is to uphold our company's values and create a safe environment where every individual feels respected, valued, and empowered.

We achieve this by:

- ✓ **Conducting our operations responsibly**
- ✓ **Fostering a supportive environment for personal growth and development, tailored to meet the unique needs and characteristics of everyone**

We believe that conducting our business with responsibility and awareness enhances our ability to foster diversity, equity, and inclusion. This includes preventing discrimination, harassment, physical, psychological, and verbal abuse for all employees in the work environment and promoting equal treatment of people from different backgrounds.

For details on our ongoing efforts, please consult our Diversity, Equity, and Inclusion Statement.

Our DEI policy outlines our commitment to promoting diversity, equity, and inclusion within our organization, providing clear definitions, setting the scope of our efforts, and detailing the procedures for addressing grievances and remediating issues related to discrimination and harassment.

III. Definitions

In the present Policy, the following terms and expressions have the following meanings:



Stakeholders = individuals, groups, or entities that have an interest, involvement, or stake in the activities, decisions, or outcomes of the Company. These parties include both internal stakeholders such as, but not limited to employees, executives, shareholders, board members, as well as external stakeholders such as, but not limited to clients, suppliers, partners.



Diversity = encompasses the presence of differences within an organization including, but not limited to race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective.



Inclusion = creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate, regardless of their background or identity.

IV. Applicability of the Policy

Our DEI Policy applies to all RebelDot's stakeholders, as defined in section III.

Moreover, this Policy applies to all aspects of RebelDot's operations that may impose a risk of discrimination or harassment. It encompasses all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, and termination, as well as interactions with clients and other third parties.

Additionally, this Policy extends to all interactions with clients, suppliers, and other third parties.



V. Commitments and Objectives

5.1. Qualitative Objectives

RebelDot is committed to:

- Preventing Discrimination, Harassment, and Abuse: We will ensure zero tolerance for any form of discrimination, harassment (including physical, psychological, and verbal), and abuse in the workplace.
- Equal Treatment: All employees, regardless of role, background, or employment status (temporary, part-time, or full-time), will be treated with respect, fairness, and dignity.
- Inclusive Culture: We will foster an inclusive culture where diversity is embraced, different perspectives are valued, and everyone can thrive.

5.2. Quantitative Targets

- Training Participation: Ensure that 100% of employees undergo DEI and harassment prevention training annually.
- Employee Feedback Surveys: Conduct annual anonymous employee surveys, targeting a 75% satisfaction rate in the workplace inclusion and respect by 2025.

VI. Grievance and Remediation

RebelDot has zero tolerance for any conduct contrary to the present Policy. We will collaborate with all parties involved to pursue access to remedies, compensation, and justice for the victims. Additionally, we will investigate the underlying causes to prevent such violations from recurring.

6.1. Reporting Mechanism

Stakeholders who believe they have been subjected to discrimination or harassment, or who have witnessed such behavior, are encouraged to report the incident(s) promptly.

We encourage you to carefully read the Workplace Anti-Harassment Guide, follow the procedures outlined within, and contact the designated person for any reports or further assistance.

RebelDot encourages everyone to report any violations related to this Policy, ensuring the safety of those involved from any potential retaliation. While we encourage you to have a voice and help reduce the risk of discrimination or harassment, reports can also be made anonymously.

Upon receiving and registering the report, it will undergo a thorough analysis, ensuring the confidentiality of the individuals involved. This analysis will initiate the process of addressing any situation that poses a risk to the organization's operations, handled objectively, impartially, and promptly.

In this regard, persons found to be responsible to any extent will be sanctioned in accordance with this Policy, and the complaint holder will be protected against any form of retaliation.

VI. Grievance and Remediation

6.2. Remediation Procedure

Depending on the severity of the report, appropriate interim measures may be implemented to ensure the safety and well-being of all parties involved.

During the investigation, the Company will attempt to resolve matters through mediation where possible, aiming for a mutually agreeable resolution in a confidential and supportive setting.

If direct communication does not resolve the issue, the People and Culture and Legal departments will determine the necessary measures. If the investigation concludes that discrimination or harassment occurred, appropriate corrective actions will be taken, which may include, but are not limited to:

- Formal apology
- Mandatory training on DEI and harassment prevention
- Disciplinary actions up to and including termination of employment

Following the resolution of an issue, the People and Culture and Legal departments will oversee the situation to verify the effectiveness of corrective measures and prevent future occurrences. The complainant will be invited to provide feedback on the resolution process to enhance future grievance management practices.

For the specific methodology for addressing and resolving cases of harassment based on sex or moral harassment in the workplace, please refer to the Guide on preventing and combating sex-based harassment and moral harassment at work.

VII. Implementation. Final Clauses

RebelDot, through the CEO, is responsible for the company's DEI Policy and its implementation.

In addition, the Company shall ensure that the provisions hereof are made known to the stakeholders.

This Policy aligns with the current standards at the time of its adoption. Should there be any significant alterations in the relevant legislation, the Policy will be regularly revised to adhere to those changes.

Our DEI Policy is accessible to our stakeholders and to other interested parties via our website:

 <https://www.rebeldot.com/sustainability>

