



## Diversity, Equity & Inclusion (DEI) Policy (Grey Matter Solutions., LLC)

At **Grey Matter Solutions (GMS)**, we are committed to building a workplace where diversity is celebrated, equity is ensured, and inclusion is embedded in our culture. We believe that a diverse workforce strengthens collaboration, drives innovation, enhances problem-solving, and contributes directly to sustainable organizational success.

### **Our Commitment**

GMS provides equal employment opportunities to all employees and applicants without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, age, disability, national origin, marital status, veteran status, or any other characteristic protected by applicable law.

We are dedicated to:

- Ensuring fair and equitable practices in recruitment, hiring, promotion, compensation, training, and professional development
- Maintaining a work environment free from discrimination, harassment, retaliation, and exclusionary conduct
- Promoting respectful communication and inclusive behaviors across all levels of the organization
- Providing equal access to opportunities, resources, and career advancement

### **Leadership Responsibility & Accountability**

At GMS, leadership plays a critical role in fostering and sustaining an inclusive workplace culture. Our leadership team actively supports diversity and inclusion initiatives by promoting awareness and education programs, encouraging open dialogue, and ensuring employee engagement across all levels of the organization. Leaders are responsible for regularly reviewing policies, processes, and workplace practices to identify and eliminate bias, uphold fairness, and strengthen accountability.



## Diversity, Equity & Inclusion (DEI) Policy (Grey Matter Solutions., LLC)

Through continuous evaluation and improvement, leadership ensures that our DEI efforts remain aligned with applicable laws, international best practices, and Environmental, Social, and Governance (ESG) principles.

### **Inclusive Workplace Culture**

At GMS, inclusion means creating an environment where every individual feels valued, respected, and empowered to contribute fully. We encourage collaboration across diverse perspectives and backgrounds, recognizing that our collective strength lies in our differences.

We are committed to sustaining a workplace where everyone can thrive, grow, and succeed together.