



Lambrian Training FZ LLC

Non-Discrimination and Inclusion Policy

Lambrian Solutions is committed to fostering a diverse, inclusive, and equitable environment for all employees, partners, and clients. We believe in the importance of respecting every individual, regardless of colour, sex, religion, political opinion, national origin, social background, age, disability, sexual orientation, or any other personal characteristic. This policy outlines our approach to preventing discrimination and ensuring equal treatment across all levels of our organisation.

1. Purpose

The purpose of this policy is to establish guidelines and measures that promote equality and prevent discrimination in all Lambrian Solutions' practices, including hiring, training, promotion, and partnership engagements. We aim to provide a safe and supportive environment where every individual is respected and valued.

2. Scope

This policy applies to all employees, contractors, trainees, and any individuals associated with Lambrian Solutions. It covers all areas of our operations and extends to our business relationships with suppliers, clients, and partners.

3. Commitment to Non-Discrimination

Lambrian Solutions is committed to a strict non-discrimination approach. We prohibit any form of discrimination or harassment based on colour, sex, religion, political opinion, national origin, social background, age, disabilities, sexual orientation, gender identity, or any other characteristic. All individuals are to be treated with respect and without bias in every aspect of our operations.

4. Measures for Ensuring Non-Discrimination

To prevent discrimination and promote inclusion, Lambrian Solutions has implemented the following measures:

- a. ****Equal Employment Opportunity (EEO) Practices****: Our hiring, promotion, and remuneration processes are designed to be fair and objective, ensuring equal opportunity for all candidates and employees.
- b. ****Training on Diversity and Inclusion****: Regular training sessions are held for employees and management on topics related to diversity, inclusion, and anti-discrimination.



c. ****Anti-Discrimination Policy in Supplier Agreements****: We require our suppliers and partners to adhere to similar non-discrimination standards in their practices, reinforcing our commitment across the supply chain.

d. ****Anonymous Reporting System****: We provide an anonymous reporting system where employees and partners can report any incidents of discrimination or harassment without fear of retaliation.

e. ****Regular Monitoring and Audits****: The Human Resources department regularly reviews company practices, conducts audits, and monitors compliance with the non-discrimination policy to ensure continued effectiveness.

5. Support for Individuals with Disabilities

Lambrian Solutions is committed to accommodating individuals with disabilities. We make reasonable adjustments to the workplace to ensure that employees with disabilities can perform their roles effectively. This includes physical accommodations, flexible work arrangements, and any other support required to facilitate equal participation.

6. Accountability and Enforcement

Any employee, partner, or contractor found violating this policy will be subject to appropriate disciplinary action, up to and including termination. Lambrian Solutions holds all levels of management responsible for enforcing and maintaining a non-discriminatory environment.

7. Continuous Improvement

We are committed to continuously improving our non-discrimination and inclusion practices. Lambrian Solutions reviews this policy annually and considers feedback from employees and stakeholders to enhance its effectiveness and relevance.