**Diversity, Equity & Inclusion Policy**

|  |  |  |  |
| --- | --- | --- | --- |
| **Entity:**BPTP INTERNATIONAL TRADE CENTRE LIMITED | **Section:** SOCIAL POLICY | **Version:** V2 | **Effective Date:** 01.07.2023 |
| **Subject:** DIVERSITY, EQUITY & INCLUSION (DEI) |
| **Policy Owner:**C-HRO | **Review Date:**01.07.2024 | **Pages:** 1 |

**APPLICABILITY:** It applies to all projects, including both new construction and existing buildings at BPTP INTERNATIONAL TRADE CENTRE LIMITED

**PURPOSE:** The purpose of the DEI policy is to ensure that diversity, equity, and inclusion are embraced and valued within the organization. It aims to create a work environment where individuals from all backgrounds feel included, respected, and have equal opportunities to thrive. The policy promotes fair and unbiased practices in hiring, career development, and workplace culture. By implementing the DEI policy, BPTP aims to foster a diverse and inclusive community that reflects the rich tapestry of society and promotes the success and well-being of all employees.

**POLICY OUTLINE:** Diversity, equity, and inclusion, is all about celebrating our differences, treating everyone fairly, and making sure that everyone feels included. It is about recognizing and valuing the unique backgrounds, experiences, and identities that each person brings. DEI focuses on giving everyone equal opportunities and resources, regardless of their background or circumstances. It is about creating a sense of belonging and actively involving everyone so that we can all contribute and thrive together. DEI helps build a more inclusive and fairer world where everyone has a chance to succeed.

To support this policy, BPTP will:

* We celebrate the unique backgrounds and perspectives of our team. We want to build a workforce that reflects the beautiful tapestry of our society.
* We're all about fairness and equal treatment. We'll identify and tackle any barriers that might hold back underrepresented groups from thriving.
* We want everyone to feel like they belong and can contribute their best. We encourage open conversations, respect for different views, and actively seek diverse perspectives.
* We'll make sure our hiring practices are inclusive, attracting diverse talent. We'll provide equal opportunities for career growth, training, mentorship, and advancement.
* We foster a culture of respect, empathy, and collaboration. Discrimination, harassment, or bias won't be tolerated. We're all ears for concerns or suggestions.
* We'll actively engage with our local communities, supporting diversity and inclusion initiatives. We'll partner with like-minded organizations to create a more inclusive society.

**RESPONSIBILITY:** Everybody involved in our endeavors to manage and oversee Diversity, Equity & Inclusion policy, including statutory (technical) authorities, subject matter experts, business associates, contractors, clients, occupants, and our own staff.

**AMENDMENTS:** This policy is subject to any changes in the applicable laws, rules and regulations by the management.