

## **Joan Technologies Ltd. – Diversity, Equity, and Inclusion (DEI) Policy**

### **Introduction**

Joan Technologies Ltd. is committed to fostering a diverse, equitable, and inclusive workplace. We believe that a wide range of backgrounds, perspectives, and experiences strengthens our organisation and supports innovation.

### **Our Commitment**

1. **Diversity:** We welcome employees from all backgrounds, embracing race, gender, age, ability, religion, and orientation.
2. **Equity:** We ensure fair opportunities in recruitment, development, and progression.
3. **Inclusion:** We create a respectful environment where everyone feels valued and empowered.

### **Implementation and Accountability**

We provide DEI training, regularly assess policies, and encourage feedback to ensure our DEI objectives are achieved and continually improved.

### **Contact**

For questions or support, reach out to:

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