

Equality, Diversity, and Inclusion (EDI) Policy

Sun360 is committed to fostering an inclusive and diverse workforce that values and respects individuals from all backgrounds, regardless of race, ethnicity, gender, age, religion, disability, or any other characteristic. This Equality, Diversity, and Inclusion (EDI) Policy reflects our dedication to creating an environment that promotes equal opportunities, celebrates diversity, and ensures that everyone feels welcome and valued.

Objectives:

- i. Promote Equal Opportunities: To provide equal opportunities to all employees irrespective of their background or characteristics.
- ii. Respect and Valuing Diversity: To foster an inclusive culture that respects and values the diversity of perspectives, experiences, and identities.
- iii. Eliminate Discrimination: To actively work towards eliminating all forms of discrimination, harassment, and unfair treatment.
- iv. Accessible and Inclusive Environment: To ensure that all facilities, services, and resources are accessible and inclusive for individuals with disabilities or special needs.

Policy Guidelines:

- i. Equal Treatment and Opportunities: Sun360 will ensure that all individuals are treated fairly and without discrimination in all aspects.
- ii. Zero Tolerance for Discrimination and Harassment: Sun360 will have a zero-tolerance policy towards any form of discrimination, harassment, or bullying. Appropriate mechanisms for reporting and addressing such incidents will be put in place.
- iii. Diverse Representation: Sun360 will strive to ensure diverse representation in decision-making bodies, committees, and leadership positions.
- iv. EDI Training and Awareness: Training programs and awareness initiatives on equality, diversity, and inclusion will be conducted regularly for the workforce to promote a deeper understanding of EDI principles and practices.

Implementation and Review:

- i. Responsibility: The implementation of the Equality, Diversity, and Inclusion Policy will be the responsibility of Sun360, with relevant departments overseeing specific initiatives.
- ii. Monitoring and Review: The CEO will regularly monitor the progress of its EDI initiatives and review the policy to ensure its effectiveness and relevance.
- iii. Feedback and Suggestions: Sun360 will welcome feedback and suggestions from the workforce regarding EDI matters and incorporate them into policy improvements.

The Equality, Diversity, and Inclusion Policy reflects our commitment to creating an inclusive, welcoming, and supportive environment for all. Through the active promotion of equal opportunities and respect for diversity, we aim to build a stronger community that embraces differences and celebrates the unique contributions of every individual. By upholding these principles, we strive to create a more equitable and compassionate society within and beyond the boundaries of the Company.

Sun360 recognizes its employees as the primary source of the company's strength. We strive to create a work environment where all employees develop themselves to achieve their full potential. We aim at ensuring transparency, fairness, and equity in all its dealings.