

## Position Statement

### Diversity, Equity and Inclusion

#### Objective

solutions by stc ('solutions', 'we', 'our') believes in ensuring in diversification of our workforce by increasing gender inclusion as well as inclusion of individuals with special needs to have equal opportunity in our workforce. This position statement demonstrates solutions commitment to ensure diversity, equity and inclusion in our workforce.

#### Scope

This Position Statement encompasses all the functional and collaborative domains of solutions. It applies to every aspect of our operations, as well as interaction with suppliers, partners and customers.

#### Commitments

solutions' is strongly committed to ensure zero discrimination based on gender and special needs and is committed to working to remove all barriers and incentivizing women and people with special needs to encourage participation and retention in our workforce in line with local laws and the People General Management Policies within solutions.

**Document Approved by:**

**Chief People & Corporate Services Officer & Chief Executive Officer**