

Diversity, Equity, and Inclusion Policy

Purpose: iMocha is committed to cultivating an inclusive workplace that celebrates diversity, ensures equity, and promotes inclusivity among all employees. This policy outlines our commitment to fostering an environment where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents.

Policy Statements:

1. **Commitment to Diversity:** iMocha values and respects the diversity of our workforce, which includes but is not limited to differences in race, ethnicity, gender, age, sexual orientation, disability, religion, socio-economic status, and cultural backgrounds.
2. **Equal Employment Opportunity:** We are dedicated to providing equal employment opportunities to all individuals without discrimination or harassment based on any characteristic protected by applicable law. Employment decisions, including hiring, promotion, compensation, and termination, will be based on qualifications, skills, and merit.
3. **Inclusive Workplace:** iMocha is committed to creating an inclusive environment where every employee feels welcomed, valued, and supported. We encourage open communication, collaboration, and mutual respect among all employees.
4. **Training and Awareness:** We will provide regular training sessions and resources to raise awareness about diversity, equity, and inclusion. These initiatives aim to educate employees, managers, and leadership on biases, cultural competence, and inclusive practices.
5. **Accommodation and Accessibility:** We strive to accommodate the needs of all employees, including those with disabilities, to ensure

equal access to opportunities, facilities, and resources. Reasonable accommodations will be provided whenever possible.

6. Zero Tolerance for Discrimination or Harassment: Discrimination, harassment, bullying, or any form of disrespectful behavior based on protected characteristics will not be tolerated at iMocha. Employees found engaging in such behavior will be subject to disciplinary action, up to and including termination.

7. Reporting and Resolution: We encourage employees to report any concerns or incidents of discrimination or harassment promptly. The company is committed to investigating all reported cases in a fair and confidential manner. Retaliation against individuals reporting such incidents is strictly prohibited.

Implementation and Compliance: This policy applies to all employees, contractors, vendors, and anyone else associated with iMocha. It is the responsibility of every employee to uphold and support this policy. HR will monitor compliance and regularly review the effectiveness of this policy.

Review and Updates: iMocha will periodically review and update this policy as needed to align with evolving diversity, equity, and inclusion best practices and comply with applicable laws and regulations.

Conclusion: iMocha is dedicated to fostering a workplace where diversity is celebrated, equity is ensured, and inclusion is practiced by all. We believe that embracing diversity enriches our work environment and contributes to our success as a company.