

DIVERSITY & INCLUSION POLICY

This policy establishes Bäckerhaus Veit's (the "Company") commitment to fostering a diverse, equitable, and inclusive workplace where all Associates/individuals are respected, valued, and empowered to contribute fully. It sets clear expectations for behaviour, outlines responsibilities, and supports a culture of mutual respect and opportunity.

SCOPE

This policy applies to all Associates, Contractors, Volunteers and Stakeholders in the location in which the Company operates. It governs recruitment, hiring, promotion, training, performance and day to day interactions.

DEFINITIONS:

- **Diversity** – the presence of a wide range of personal characteristics, backgrounds, identities, and experiences
- **Inclusion** – making sure all individuals feel welcomed, respected, supported, and able to participate fully
- **Equity** – ensuring fair treatment, access and opportunities while adjusting systems to eliminate barriers

POLICY STATEMENT

The Company will:

- Value and embrace the diversity of our workforce
- Prohibit discrimination, harassment, or exclusion based on any characteristic protected by applicable law
- Promote equitable access to opportunities, resources, and advancement for all Associates
- Strive to create an environment where everyone feels safe, respected, and empowered to contribute

KEY PRINCIPLES

- **Inclusive Leadership** – leadership models inclusive behaviour and promotes diversity & inclusion as a strategic priority
- **Fair practices** – recruitment, selection, and promotion practices that identify and mitigate bias
- **Education** – providing information on cultural competency and inclusive behaviours
- **Safe reporting** – allowing for confidential channels in which Associates can raise concerns about discrimination or bias

PROCEDURES

To support this policy, The Company will integrate diversity & inclusion into recruitment, hiring and ensure training is provided during the onboarding process and beyond.

ROLES & RESPONSIBILITIES

- **Leadership** is responsible for championing/supporting this policy
- **Managers and supervisors** are responsible for applying inclusive practices with their teams and addressing concerns promptly
- **Associates** are expected to act respectfully towards each other and contribute positively to an inclusive work environment
- **Human Resources** will oversee the maintenance and enforcement of this policy

NON-COMPLIANCE

Should non-compliance of this policy result, including acts of discrimination or harassment, a full investigation will take place and could result in disciplinary action being applied up to and including termination.

A handwritten signature in black ink, appearing to read 'Lou Hagias'.

Lou Hagias
President

January 1, 2026

