Diversity, Equity & Inclusion Policy

Purpose and Commitment

Highnoon is committed to a diverse, equitable and inclusive workplace where all people are treated with dignity, fairness and respect. Employment decisions will be merit-based, barriers to participation will be addressed, and discrimination, harassment, bullying, intimidation and retaliation will not be tolerated.

Objectives

- Promote a respectful, inclusive and psychologically safe workplace.
- Ensure equal opportunity in recruitment, pay, development, promotion and other people decisions.
- Improve participation and representation, including women and other underrepresented groups.
- Monitor outcomes and continuously improve DE&I practices.

Scope

This Policy applies to all employees and, where relevant, consultants, contractors, vendors, distributors, interns and visitors. It covers workplace conduct and all work-related interactions, including digital communications.

Responsibilities

- Board: Provides oversight, supports appropriate Board diversity, and reviews DE&I reporting.
- CEO and Executive Committee: Champion the Policy, allocate resources and review progress.
- Human Resources: Maintains fair people practices, confidential data, training, reporting and complaint support.
- Line Managers: Apply fair and inclusive practices and escalate concerns.
- Employees: Act respectfully, speak up, cooperate with inquiries and maintain confidentiality.

Reporting, Monitoring and Review

DE&I-related concerns may be reported through the Line Manager, Associate Director HR, Anti-Harassment channel or Whistleblowing mechanism. The Internal Equal Opportunity Committee shall review such matters confidentially and objectively, recommend appropriate corrective actions, and support periodic reporting of aggregated DE&I trends to Senior Management and the Board of Directors through the Sustainability Committee and/or the HR & Remuneration Committee, in line with the Company's governance framework.

The Policy shall be communicated through onboarding and awareness sessions, and reviewed periodically or as required by law, regulation or business needs.