



# Diversity & Inclusion

CALYX™



# Statement

At Calyx, we believe in harnessing the power of diversity in making the best-informed decisions, providing equal opportunities, and creating a meritocratic environment that is inclusive for all our employees.

We are committed to building an open, collaborative, and respectful environment, which recognises and respects individual differences. We want to attract, recruit, develop and retain the very best talent at all levels in our organisation, as we believe good people are our competitive advantage.





# Our Commitment

At Calyx we endeavour:

- To be an open and inclusive organisation that fosters a diverse and meritocratic environment, where it is possible, to enable all our employees to feel involved and respected and able to contribute to and share our success.
- To embrace and embed diversity and inclusion in our culture, led from the top, reflected in our employees and our behaviour, to aid us to better serve our clients and improve patient outcomes.

# To achieve our mission, Calyx commits to:

- Encourage and promote diversity and inclusion across our global organisation.
- Promote dignity, appreciation and respect for individual differences and encourage and recognise the contributions of employees equally.
- Facilitate equal access to opportunities for training and development with the potential to progress based on merit.
- Maintain employment practices and procedures that achieve fairness and compliance with changes in the law.
- Offer equality in pay and benefits, terms, and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working or selection for employment, promotion, training, or other development opportunities.
- Provide all employees, and applicants equal opportunities and fair treatment.
- Take seriously, and act swiftly to address any complaints received of bullying, harassment, victimization and discrimination by fellow employees, clients, suppliers, visitors, the public and any others in the course of work activities.
- Not tolerate bullying, harassment, victimization, and discrimination; and maintain and properly communicate whistle-blowing procedures so any such activities can be efficiently identified and swiftly addressed.
- Confirmed violations of Company Policy will be dealt with as misconduct under our grievance and/or disciplinary procedures, and appropriate action will be taken.





# Responsibility

All Calyx employees have a responsibility to lead by example and be committed to fostering and improving D&I initiatives at Calyx.

Each employee should behave in a way that is aligned with Calyx's Code of Conduct and D&I Policy and be respectful towards colleagues' respective differences.

Employees should feel empowered to challenge behaviours or decisions, in the manner detailed below, that are inconsistent with creating an equal, diverse, and inclusive culture.





# Equal Opportunities Employer

Calyx is an equal opportunities employer. We are committed to ensuring that we provide a working environment that is free from discrimination (direct or indirect). Our employment decisions are based on merit, which considers skills, performance, qualifications, and achievements.

Role specifications are limited to those requirements that are necessary for the effective performance of the specific role. Where required, we will provide reasonable accommodation to individuals with a disability.