

JIANGSU ZHONGTIAN TECHNOLOGY CO.,LTD.

Statement on Diversity, Equity and Inclusion Policy

Jiangsu Zhongtian Technology Co., Ltd (ZTT) is committed to maintaining diversity within its employees and to instilling a culture that is inclusive to all views, perspectives and experiences. This is founded on inclusion being a critical behaviour to ensuring diversity & equity which is truly embraced and encouraged; bringing broader debate, better decision making and ultimately better business delivery for all stakeholders.

ZTT commits to:

- Focusing on building a balance of skills, knowledge, experience, education and industry backgrounds as well as encouraging the different characteristics that are protected under equality legislation across our workforce.
- Providing every employee access to development tools, training and engagement opportunities to help grow self-awareness about how to encourage and support people who are different to ourselves.
- Building robust inclusive processes that make sure all employees are supported to join, progress and stay in rewarding roles within ZTT, regardless of their difference.
- Ensuring that employment-related decisions are free from discrimination.
- Mitigating potential unconscious bias in employment decisions and talent practices (including performance and development, compensation, hiring).
- Encouraging employees to collaborate, make suggestions, and respect and listen to diverse opinions.
- Ensuring a work environment that is free from discrimination, harassment and bullying.



This policy undergoes regular review and is consistently practiced by all ZTT employees and stakeholders.