



Equal Opportunity and Non-Discrimination Policy

Introduction:

BacTech Environmental firmly believes in and is committed to promoting equality, diversity, and inclusion at our workplace. We recognize the strength that comes from different experiences, backgrounds and perspectives, and we work towards fostering a culture that values and respects this diversity.

Policy Statement:

1. Equality and Non-Discrimination: We are committed to treating all employees and job applicants equally, without discrimination on the basis of race, color, religion, gender, age, national origin, disability, or any other characteristic protected under applicable labor laws.
2. Inclusive Hiring Practices: We implement fair, objective, and inclusive hiring practices. Our selection process is based solely on the qualifications, skills, experience, and abilities of candidates.
3. Workplace Culture: BacTech Environmental will nurture a respectful and inclusive work environment that values diversity and ensures equal opportunities for growth, learning, and advancement for all employees.
4. Mutual Respect: At BacTech, we are dedicated to fostering a fair and inclusive workplace environment. We prioritize creating an atmosphere characterized by dignity, respect, trust, and accountability, in line with our core corporate values. We have zero tolerance for any form of violent, offensive, or intimidating behavior. It is our commitment to ensure that every individual feels safe, valued, and respected while working at BacTech.

Implementation and Accountability:

Responsibility for implementing and promoting this policy rests with all employees of BacTech Environmental. Our leadership team will ensure that this policy is integrated into our operations and reviewed regularly for its effectiveness.

By endorsing this policy, we affirm our commitment to fostering an inclusive and diverse workplace, believing firmly that our success and sustainability is built on the varied talents and experiences of our people.



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Document Control

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