

Westincor Limited Anti-Discrimination and Equal Opportunity Policy

1. Purpose Westincor Limited is committed to fostering a diverse, inclusive, and respectful workplace where all employees are treated with dignity and respect. This policy outlines our commitment to providing equal opportunities in employment and prohibiting discrimination and harassment in all its forms.

2. Scope This policy applies to all employees, contractors, consultants, and job applicants of Westincor Limited. It covers all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, and termination.

3. Equal Opportunity Commitment Westincor Limited is an equal opportunity employer. We are committed to ensuring that all employment decisions are based on merit, qualifications, and abilities. Employment opportunities will be provided without regard to:

- Race, color, ethnicity, or nationality
- Gender, gender identity, or gender expression
- Age
- Religion or belief
- Marital or civil partnership status
- Sexual orientation
- Disability
- Pregnancy or maternity
- Any other characteristic protected by applicable law

4. Prohibition of Discrimination Discrimination of any kind, whether direct or indirect, is strictly prohibited at Westincor Limited. This includes any unjust or prejudicial treatment of individuals based on the characteristics listed above. All employees are expected to contribute to a work environment free from discrimination.

5. Prohibition of Harassment Harassment, including but not limited to verbal, physical, or psychological abuse, is not tolerated at Westincor Limited. Harassment based on any of the protected characteristics mentioned above is a serious violation of this policy. This includes sexual harassment, bullying, and any behavior that creates a hostile or intimidating work environment.

6. Reasonable Accommodations Westincor Limited is committed to providing reasonable accommodations for employees and job applicants with disabilities or other needs related to the protected characteristics. Employees should inform their supervisor or Human Resources if they require any accommodations to perform their job duties effectively.

7. Reporting and Complaints Employees who believe they have been subjected to discrimination, harassment, or any violation of this policy are encouraged to report their concerns immediately. Reports can be made to a supervisor, Human Resources, or through the company's confidential whistleblower hotline. All complaints will be taken seriously and investigated promptly and thoroughly.

8. Non-Retaliation Westincor Limited strictly prohibits retaliation against anyone who reports discrimination, harassment, or participates in an investigation. Any form of retaliation will result in disciplinary action, up to and including termination of employment.

9. Disciplinary Actions Any employee found to have violated this policy will be subject to disciplinary action, which may include counseling, reprimand, suspension, or termination. The severity of the disciplinary action will depend on the nature and seriousness of the violation.

10. Policy Review This Anti-Discrimination and Equal Opportunity Policy will be reviewed periodically to ensure it remains current and effective. Employees will be informed of any updates or changes to the policy.

11. Acknowledgment I have read, understood, and agree to comply with Westincor Limited's Anti-Discrimination and Equal Opportunity Policy.

Name:

Signature:

Date: