

DEI Policy: BrightArrow Technologies, Inc.

At BrightArrow Technologies, Inc., we are committed to fostering an inclusive and diverse workplace environment where all employees are valued, respected, and empowered. We believe that diversity, equity, and inclusion (DEI) are not only essential for our success as a company but also for the betterment of our society. This policy outlines our commitment to DEI and the steps we will take to ensure its implementation throughout our organization.

Purpose.

BrightArrow Technologies, Inc. is dedicated to creating an environment that promotes diversity, equity, and inclusion in all aspects of our business operations.

Recruitment and Hiring.

We are committed to building a diverse and inclusive workforce at all levels of our organization. Our recruitment and hiring processes will be designed to attract and select candidates from diverse backgrounds. We will ensure that all job postings and advertisements are inclusive and free from discriminatory language. In the hiring process, we will evaluate candidates based on their qualifications, skills, and experience, providing equal opportunities for all.

Workplace Environment.

BrightArrow Technologies, Inc. will maintain a work environment that is free from discrimination, harassment, and bias. We will not tolerate any form of discrimination, including but not limited to those based on race, color, gender, religion, age, sexual orientation, disability, or any other protected characteristic. Employees will be treated with respect and dignity, and decisions regarding promotions, assignments, and compensation will be made without bias.

Continuous Improvement.

We recognize that fostering diversity, equity, and inclusion is an ongoing process. We will regularly review and update our DEI policy and related practices to align with evolving best practices and the needs of our employees. Feedback from employees, stakeholders, and external experts will be sought and considered to ensure our commitment remains strong and effective.

Raymond Bily, CEO

BrightArrow Technologies, Inc.