



A.L. Group- Diversity and Inclusion Policy

Integrated Human Resources & Corporate Governance Framework

A.L. Group is committed to fostering a diverse and inclusive workplace where every individual is treated with dignity, respect, and fairness. We believe that diversity in all its forms, including but not limited to, gender, race, nationality, age, religion, sexual orientation, disability, and background, enriches our organization, drives innovation, and contributes to our success. This policy outlines our principles of non-discrimination, equal opportunity, and fair treatment for all employees.

Principles:

1. **Non-Discrimination:** We do not tolerate discrimination or harassment of any kind. We are committed to providing a work environment free from discrimination based on any protected characteristic. Discrimination includes, but is not limited to, hiring, compensation, promotion, termination, and all other employment decisions.
2. **Equal Opportunity:** We provide equal employment opportunities to all employees and job applicants based on their qualifications and merit. Decisions regarding recruitment, selection, training, and career advancement are made without regard to gender, race, nationality, age, religion, sexual orientation, disability, or any other protected status.
3. **Fair Treatment:** We treat all employees with fairness, dignity, and respect. We encourage open and respectful communication, teamwork, and collaboration among all employees, regardless of their background. Harassment, including verbal, physical, or visual conduct that creates an offensive or hostile work environment, will not be tolerated.
4. **Accessibility and Accommodation:** We are committed to providing reasonable accommodations to qualified individuals with disabilities to enable them to perform their job duties. Employees are encouraged to request accommodations when needed.
5. **Promotion of Diversity:** We actively seek to promote diversity and inclusion at all levels of the organization. This includes fostering a diverse talent pipeline, providing training on unconscious bias, and supporting the development of underrepresented groups.
6. **Reporting Mechanism:** We maintain a confidential and accessible reporting mechanism for employees to report incidents of discrimination, harassment, or concerns related to diversity and inclusion. Reports will be promptly and impartially investigated, and appropriate action will be taken. <https://algroup.com/wp-content/uploads/2026/06/5d5ce82b-90cd-4524-a9f6-b4e29dd98609.pdf>



PERSONAL



PROFESSIONAL



GLOBAL

7. **Accountability:** Managers and leaders are accountable for promoting diversity and inclusion within their teams. Performance evaluations may include metrics related to diversity and inclusion efforts.
8. **Continuous Improvement:** We are committed to continuous improvement in our diversity and inclusion initiatives. We regularly assess our progress, seek feedback from employees, and adjust our policies and practices as needed.
9. **Legal Compliance:** Our diversity and inclusion efforts are in compliance with all applicable local, state, and federal laws and regulations governing non-discrimination and equal opportunity.

At **A.L. Group**, we believe that diversity and inclusion are not only fundamental principles but also essential for our continued growth and success. We encourage all employees to embrace these principles and actively contribute to creating a diverse, inclusive, and welcoming workplace for all.

This policy applies to all employees, contractors, vendors, and anyone associated with **A.L. Group**. Violations of this policy may result in disciplinary action, up to and including termination

confidentially and without fear of retaliation.

Approved by:	CEO
Effective Date:	July 2026
Review Cycle:	Annual (Mandatory Periodic Refresh & Re-Approval)
Integration:	Integrated into A.L. Group Human Resources (HR) Procedures