



*„БКК-95“ ООД - гр. МОНТАНА ул. “Иван Давидков ” №2,  
тел.:+359/96/391 313 факс: 096 391 300*

## **DIVERCITY POLICY**

Short description:

Our goal is to build a modern flexible workplace which allows for a thriving workforce where everybody is treated equally and respected for their contribution. Realising the full potential of these capabilities will enhance our performance through helping us define new markets, solve customer challenges and meet expectations with innovation and creativity.

Scope:

Relevant to all employees of BCC 95 Ltd.

Strength in diversity

### 1. Purpose

In BCC 95 Ltd we are convinced that the diversity of our workforce is an asset, bringing fresh ideas, perspectives and experiences in a welcoming environment which supports our values of Leadership, Sustainability and Quality. For BCC 95 Ltd, diversity means a workforce reflective of different cultures, generations, genders, ethnic groups, nationalities, abilities, social backgrounds and all the other unique differences that make each of us individuals. Inclusion is about creating a work environment where everyone has the opportunity to fully participate in creating business success and where all employees are valued and respected for their distinctive skills, experiences and perspectives.

Leadership:

Our people live the standards and business behaviours set by the company policy, framework and values. Our leaders model an open and inclusive approach to the organisation of work, relationships with communities, suppliers, customers and other stakeholders with the aim of driving continually improving and sustainable levels of performance.

Sustainability:

In order to transform tomorrow and to continue to set new standards we are growing international standard business leaders who have both deep local and BCC 95 specific knowledge. We leverage the diverse ideas and approaches at all levels within the organisation to continually build and enhance our performance and service to our customers.

Quality:

We want to attract and retain the best talent, and be recognised for supporting all our people to reach their potential and contribute to the success of BCC 95 Ltd.

### 2. Principles

To support this, we are committed to:



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- \* Proactively identifying, analyzing and addressing diversity challenges within the Company in order to support the deployment of this policy.
- \* Eliminating discriminatory behaviour at every step of work life and at every hierarchical level.
- \* Giving the right to all employees or service providers to a workplace free from harassment.
- \* Creating a supportive and understanding workplace environment in which all individuals feel welcome, respected and heard, and where they can realize their full potential regardless of their race, colour, sex, age, religion, ethnic or national origin, and disability.
- \* Adapting internal processes and procedures to support diversity and inclusion.
- \* Providing training and awareness on the responsibilities and benefits of diversity and inclusion to promote understanding of differences and similarities, decrease judgmental behaviour and increase acceptance and flexibility and so enhance the efficiency of our multicultural teams.