

Biorasi is committed to fostering, cultivating, and preserving a culture of diversity and inclusion.

Diversity can be broadly understood as respect for and appreciation of differences in cultural values, ethnicity, gender, age, nationality, disability, sexual orientation, education, faith, and religion. Inclusivity within the workplace is broadly understood as valuing, supporting, and empowering each individual to work at his/her full potential, and harnessing their contribution towards shared organizational goals.

Biorasi is committed to creating an inclusive workplace where everyone can succeed in achieving his or her personal and professional goals. An inclusive workplace enables us to embrace the diversity and richness of backgrounds and perspectives of our people, and to leverage their diverse talents to arrive at winning business solutions.

When individuals are given opportunities to participate and contribute without worrying about their social backgrounds, sexual orientations, and disability, their confidence and productivity levels increase.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and the way in which we add value for our clients.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Biorasi's diversity initiatives are applicable - but not limited - to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs;; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of Biorasi always have a responsibility to treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.