

# DIVERSITY & INCLUSION POLICY

**DeepShield Systems, Inc.**

*Effective Date: January 1, 2024*

*Policy Number: HR-2024-001*

## 1. PURPOSE AND SCOPE

1. DeepShield Systems, Inc. ("DeepShield" or the "Company") is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion ("DEI") throughout our organization.
2. This Policy applies to all employees, contractors, consultants, temporary workers, and other workers at DeepShield, including all personnel at our corporate headquarters, regional offices, and remote locations.

## 2. POLICY STATEMENT

1. DeepShield recognizes that our employees' diverse backgrounds, experiences, and perspectives are critical to driving innovation in industrial cybersecurity and critical infrastructure protection. We believe that promoting diversity and inclusion is not only the right thing to do but also essential to our business success.
2. The Company is committed to:
  - a) Creating an inclusive workplace where all employees feel valued and respected
  - b) Promoting equal opportunity in recruitment, development, and advancement
  - c) Maintaining a zero-tolerance policy for discrimination and harassment
  - d) Fostering an environment that encourages innovation through diverse perspectives
  - e) Supporting work-life integration and flexible working arrangements where operationally feasible

## 3. DEFINITIONS

1. "Diversity" refers to the presence of differences that make each person unique, including but not limited to race, gender, gender identity, ethnicity, nationality, age, physical abilities, sexual orientation, socioeconomic status, education, and religious beliefs.
2. "Inclusion" refers to creating an environment where all individuals feel welcomed, respected, supported, and valued as members of the organization.

3. "Equity" refers to fair treatment, access, opportunity, and advancement for all people while striving to identify and eliminate barriers that prevent full participation.

#### **4. IMPLEMENTATION AND RESPONSIBILITIES**

##### **1. Leadership Responsibilities:**

- a) Executive leadership shall establish and maintain DEI objectives aligned with business strategy
- b) Managers shall promote inclusive practices within their teams
- c) The Chief People Officer shall oversee DEI initiatives and measure progress
- d) The DEI Committee shall provide guidance and recommendations

##### **2. Employee Responsibilities:**

- a) Complete required DEI training programs
- b) Report violations of this policy
- c) Contribute to an inclusive workplace culture
- d) Participate in DEI initiatives and feedback mechanisms

#### **5. SPECIFIC INITIATIVES AND PROGRAMS**

##### **1. Recruitment and Hiring:**

- a) Implement blind resume screening processes
- b) Maintain diverse interview panels
- c) Partner with organizations supporting underrepresented groups in technology
- d) Establish diverse candidate slate requirements

##### **2. Professional Development:**

- a) Mentorship programs supporting diverse talent
- b) Leadership development opportunities
- c) Employee resource groups
- d) Regular DEI training and education

##### **3. Workplace Practices:**

- a) Flexible work arrangements
- b) Inclusive benefits packages
- c) Accommodation processes

- d) Cultural celebration events

## **6. MEASUREMENT AND ACCOUNTABILITY**

1. The Company shall:
  - a) Conduct annual diversity assessments
  - b) Track key DEI metrics and progress
  - c) Report DEI data to the Board of Directors quarterly
  - d) Include DEI objectives in performance evaluations
2. Metrics may include:
  - a) Workforce demographic data
  - b) Promotion rates across demographic groups
  - c) Pay equity analyses
  - d) Employee engagement scores
  - e) Recruitment and retention statistics

## **7. COMPLAINT PROCEDURE**

1. Employees who believe they have experienced or witnessed violations of this policy should report their concerns to:
  - a) Their immediate supervisor
  - b) Human Resources
  - c) The Ethics Hotline
  - d) The DEI Committee
2. The Company prohibits retaliation against any individual who reports concerns in good faith.

## **8. POLICY REVIEW AND UPDATES**

1. This Policy shall be reviewed annually by the DEI Committee and Human Resources.
2. Updates shall be communicated to all employees and incorporated into onboarding materials.

## **9. CONTACT INFORMATION**

For questions regarding this Policy, contact:

Human Resources Department

DeepShield Systems, Inc.

Email: dei@deepshield.com

Phone: (555) 123-4567

## **10. APPROVAL AND REVISION HISTORY**

Version 1.0

Approved by: Board of Directors

Date: December 15, 2023

Next Review Date: December 15, 2024

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Dr. Marcus Chen

Chief Executive Officer

DeepShield Systems, Inc.

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Robert Kessler

Chief Financial Officer

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