



Diversity and Inclusion (D&I) Policy

Bristol Global Mobility (Bristol) is dedicated to cultivating, developing, and maintaining an inclusive workplace.

We embrace and encourage diversity among our workforce, respecting all differences that make our employees unique: such as age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics.

Our success as an organization is shaped by the collective experiences, abilities, and skills that our employees bring to Bristol, both with regard to our achievements and also our understanding of culture. Bringing together and supporting diverse ways of thinking through collaboration and connection, will ultimately facilitate our business resilience and employee satisfaction.

Bristol's D&I initiatives include:

- Creating a positive and supportive working environment for all associates, clients, and suppliers.
- Providing equal opportunities for all employees, and recognizing different development pathways to fulfill their individual ambitions and circumstances.
- Embedding a strict 'no tolerance' approach to discrimination, with particular care for employees with one or more protected characteristics.
- Responding to changing demographics and working patterns, such as offering flexible working patterns where feasible to meet specific needs.
- Valuing and encouraging the individuality that our employees bring.
- Ensuring that all employees feel supported throughout their Pineapple journey, and continuing to retain associates for many years.
- Enhancing our culture initiatives to make Bristol a better place to work.
- Guaranteeing our mission of *Connecting with, versus Controlling People*.SM is felt by our employees, too.
- Empowering all associates to embrace inclusivity and recognize their own responsibility in achieving this at Bristol.

Associates who are found to have exhibited any inappropriate or discriminative behavior against others may be subject to disciplinary action. Furthermore, any clear or suggested evidence of behavior which does not comply with this policy should be raised with an appropriate manager or HR representative at the earliest possibility.

This D&I policy outlines the commitment that Bristol Global Mobility has made to creating an inclusive workplace, and the initiatives we deem necessary to promote diversity and enable equal opportunities for all. Further information is available via our website and upon request.