



# Diversity and Inclusion Policy

QBA Third-Party Supplier Policy

## 1. Purpose and Scope

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QBA is committed to upholding the dignity of every individual and fostering diversity, equity, and inclusion within its own organization and across its supply chain. This Policy applies to all third-party suppliers and their employees, agents, and subcontractors engaged in providing goods, works, or services to QBA.

## 2. Applicability

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The policy shall be applicable to all suppliers and vendors unless otherwise agreed.

## 3. Non-Discrimination

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Suppliers shall not discriminate in hiring or employment practices on the basis of pregnancy, childbirth or related medical conditions, race, religion, color, sex, gender, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, union membership, or any other criteria protected under applicable law. Suppliers shall uphold the dignity of their employees at all times and work towards establishing and reinforcing a positive, inclusive work culture.

## 4. Equal Opportunity

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Suppliers shall:

- Comply with all applicable equal opportunity and anti-discrimination laws in the jurisdictions in which they operate.
- Base recruitment, promotion, training, and compensation decisions on merit, skills, and qualifications, rather than personal characteristics unrelated to job performance.
- Take reasonable steps to provide a workplace that is accessible and inclusive for employees with disabilities.

## 5. Harassment and Bullying

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Suppliers shall maintain a written policy that bans any form of discrimination, harassment, or bullying — including verbal or non-verbal threats, physical assault, stalking, manipulation, or other forms of coercion — and that provides a grievance mechanism through which employees can raise concerns. Suppliers shall organize periodic awareness programs to sensitize employees to applicable harassment laws and shall provide timely support to affected individuals.

## 6. Supplier Diversity

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Where feasible, Suppliers are encouraged to support broader diversity and inclusion efforts, including engaging diverse-owned businesses within their own supply chains, and to report on such efforts to QBA upon request.

## 7. Monitoring and Non-Compliance

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QBA may request information from Suppliers regarding their diversity and inclusion practices as part of its supplier assessment and onboarding processes, and reserves the right to conduct audits with prior intimation. Failure to comply with this Policy may result in corrective action requirements or termination of the business relationship, depending on the severity of non-compliance.

## 8. Policy Review

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This Policy will be reviewed periodically to reflect evolving best practice and legal requirements. Suppliers will be notified of material changes.

Document Code	Version	Effective Date	Applies To	Approved By
QBA-POL-DI-01	1.0	January 2026	HR Head	Global CEO