

Diversity, Equity, and Inclusion (DEI) Policy

At PTL, we are committed to cultivating a diverse, equitable, and inclusive workplace where every individual is valued and respected. Our DEI Policy applies to all employees and reflects our dedication to creating an environment that embraces varied perspectives and promotes fair opportunities for all.

Our Commitments:

- **Diversity:** Embracing differences in race, gender, age, ability, and more.
- **Equity:** Ensuring fair access, treatment, and opportunities.
- **Inclusion:** Fostering a culture where everyone feels welcome and supported.

Key Objectives:

- Increase representation of underrepresented groups.
- Provide equitable growth opportunities.
- Build an inclusive culture that supports employee engagement.

Our Strategy Includes:

- Inclusive recruitment, retention, and promotion practices.
- Ongoing training on DEI topics for all employees.
- Maintaining a discrimination-free workplace with balanced work-life initiatives.
- Engaging with diverse communities.
- Measuring progress and holding ourselves accountable.

Reporting and Accountability:

Employees are encouraged to report any discrimination or exclusion concerns confidentially to the Chief Internal Auditor or the Deputy General Manager of HR. We strictly prohibit retaliation against those who report in good faith.

Continuous Improvement:

This policy is reviewed annually to ensure relevance and effectiveness in promoting a truly inclusive workplace.