



EQUITY POLICY

The Company is committed to fostering an inclusive workplace where every employee is treated with respect, dignity and fairness. This policy reflects our dedication to ensuring equality of opportunity across all aspects of employment and aims to create an environment free from discrimination, harassment or bias. By aligning with local regulations and international standards, we strive to embed equality into every facet of BLCP.

Non-Discrimination

We are committed to ensuring that no individual or group is discriminated against on the basis of race, color, sex, age, religion, national origin, sexual orientation or any other characteristic that is recognized by law. We maintain the rights of vulnerable groups, which include indigenous peoples, women, national or ethnic minorities, religious and linguistic minorities, minor, LGBT+ individuals, individuals with disabilities and migrant laborers and their families.

Diversity Equity and Inclusion

We will strive to promote diversity, equity and inclusion in all facets of our operations. We commit to creating a work environment free from discrimination, abuse or harassment. We will provide equal opportunities for training and development, promotion, remuneration and feedback to all employees and contractors

Safety and Security

We recognize that all individuals affected by our operations have the right to life, security and health. We will implement robust measures, such as safety protocols, emergency response plans and sufficient training, to protect these right and prevent accidents and injuries.

EQUITY POLICY

Working Conditions

We guarantee that all employees and contractors have access to safe, equitable and well-maintained working conditions, This includes the provision of necessary safety protective equipment, ergonomic workstations, clean and accessible restrooms and other essential facilities to ensure comfort, health and productivity.

Recruitment

We aim to foster a diverse and inclusive workforce by making all recruitment decisions based on merit, abilities and experience.

Performance Management

By conducting equitable evaluation based on transparent criteria, demonstrable performance and potential, our performance management process aims to maintain equity.

Opportunities for Growth and Recognition

The performance management process facilitates the identification of development programs career development goals and opportunities for promotion and equitable compensation, thereby guaranteeing that each employee has a distinct path to success and growth.

