

## Commitment to Diversity & Inclusion

Debut Group is dedicated to fostering a workplace environment that values and embraces diversity and inclusion. We firmly believe that diverse perspectives, backgrounds, and experiences are essential to our success as an organization. Therefore, we are committed to upholding the following principles in our daily operations and throughout our company culture:

**1. Equal Opportunity:**

Debut Group is an equal opportunity employer, and we do not discriminate against any employee or applicant based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. We are dedicated to providing equal employment opportunities for all individuals.

**2. Inclusive Culture:**

We are committed to maintaining an inclusive and welcoming environment where every employee feels respected, valued, and able to bring their authentic selves to work. We encourage open dialogue and collaboration among our diverse workforce.

**3. Diverse Workforce:**

We actively seek to recruit, develop, and retain employees from various backgrounds, experiences, and perspectives. We believe that a diverse workforce enhances our creativity, innovation, and problem-solving abilities.

**4. Fair Practices:**

Our policies, practices, and decision-making processes are designed to be fair and equitable. We ensure that our employees are evaluated, promoted, and compensated based on their skills, qualifications, and performance, free from bias or discrimination.

**5. Education and Training:**

Debut Group is committed to ongoing education and training programs that promote diversity, inclusion, and cultural competence among our employees. We believe that education is a key driver in creating an inclusive workplace.

**6. Community Engagement:**

We actively engage with and support organizations and initiatives that promote diversity, equity, and inclusion in our communities. We understand the importance of being socially responsible and making a positive impact beyond our company walls.

## **7. Continuous Improvement:**

We recognize that diversity and inclusion are ongoing journeys. We regularly assess our progress and adjust our strategies to ensure that we are continuously improving.

By formalizing this commitment to diversity and inclusion, Debut Group aims to create a workplace that reflects the rich tapestry of our society and promotes fairness, respect, and equal opportunities for all. We believe that our commitment to diversity and inclusion strengthens our organization, fosters innovation, and positions us for a more inclusive and equitable future.



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