



KIKLOS ARCHITECTS (KIKLOS CONSULTANCY L.L.C.)

DIVERSITY, EQUITY, AND INCLUSION POLICY

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Revision 03

kiklos architects (Kiklos Consultancy L.L.C.) is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in 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 that make our employees unique.

kiklos architects (Kiklos Consultancy L.L.C.) diversity initiatives are applicable—but not limited to - to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- **Respectful communication and cooperation between all employees.**
- **Teamwork and employee participation, permitting the representation of all groups and employee perspectives.**
- **Recruitment policies that clearly exhibit our Diversity, Equity and Inclusion policy on job advertisements and enforce the same throughout the whole Talent Acquisition process.**
- **Work/life balance through flexible work schedules to accommodate employees' varying needs.**
- **Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.**

All employees of **kiklos architects (Kiklos Consultancy L.L.C.)** have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a Senior Manager.

SUPPLIER DIVERSITY POLICY

kiklos architects recognizes the importance of having a diverse and inclusive supply chain. We are therefore committed to developing mutually beneficial relationships with suppliers with ownership from underrepresented groups.

This means we give preference to suppliers with small, minority-owned, women-owned, people of determination-owned, veteran-owned and LGBTQ- owned business enterprises, **when all business considerations are determined to be equal among competitive suppliers.**

The purpose of kiklos architects' supplier diversity policy is to provide opportunities to diverse suppliers that satisfy our standards while supporting our clients in achieving their own corporate diversity goals.

Our Responsibilities:

- Encourage all employees to actively seek out suppliers with ownership from underrepresented groups that can provide high quality, competitive goods and services, and whose business model is aligned with our business strategy.
- Ensure the inclusion of suppliers owned by underrepresented groups as part of our processes.
- Communicate the value of supplier diversity both internally and externally to all stakeholders.

For kiklos architects (Kiklos Consultancy LLC),



Leonardo Herman
Managing Director

For questions related to our Diversity, Equity, and Inclusion policy please email ESG@kiklosarchitects.com.