



DIVERSITY, EQUITY & INCLUSION (DE&I) POLICY

Purpose

The purpose of this policy is to foster a workplace culture where diversity is respected, equity is upheld, and inclusion is actively practiced. The Company recognizes that diverse perspectives and equitable opportunities are vital to innovation, sustainable growth, and the achievement of its strategic objectives.

Scope

This policy applies to all directors, officers, employees, and contractors of the Company, across all business units and locations.

Policy Statement

The Company is committed to:

- **Diversity** – valuing and respecting differences in backgrounds, experiences, skills, perspectives, and ideas.
- **Equity** – ensuring fair treatment, access, and opportunities for growth and advancement, while addressing barriers that may prevent full participation.
- **Inclusion** – creating an environment where every individual feels welcomed, respected, and empowered to contribute fully.

Principles

1. **Respect and Fairness:** All individuals will be treated with dignity and respect, without discrimination based on gender, age, ethnicity, religion, disability, sexual orientation, or any other protected characteristic.
2. **Equal Opportunity:** Employment, promotion, training, and development opportunities will be based on merit, capability, and potential.
3. **Inclusive Practices:** Policies, procedures, and workplace practices will be regularly reviewed to ensure they promote inclusion and do not create barriers.
4. **Leadership Commitment:** The Board and senior management will set the tone and lead by example in promoting DE&I across the Company.
5. **Accountability:** All employees share responsibility for upholding this policy and are encouraged to contribute to a respectful and inclusive workplace.

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Implementation

- The Company will integrate DE&I principles into its recruitment, performance management, training, and development processes.
- Awareness programs and training may be conducted to reinforce inclusive behavior and eliminate unconscious bias.
- Regular monitoring and reporting will ensure that DE&I objectives remain relevant and effective.

Review

This policy will be reviewed by the Board of Directors every two years, or earlier if required, to ensure alignment with best practices and evolving regulatory requirements.

