

Diversity, Equity and Inclusion Policy

BrazilFoundation is committed to creating an inclusive and welcoming environment for all individuals, regardless of their nationality, race, ethnicity, gender, sexual orientation, age, religion, or any other characteristic that makes them unique. We believe that diversity and inclusion are key to our success and we strive to create a culture that celebrates differences and fosters respect and understanding.

Our commitment to diversity and inclusion is reflected in the following principles:

- **Respect:** We respect the differences among people and value each individual for who they are.
- **Inclusivity:** We welcome all individuals and create a sense of belonging for everyone, regardless of their background or identity.
- **Equity:** We treat everyone fairly and equitably, and work to eliminate any barriers that may prevent individuals from fully participating in our organization.
- **Continuous Learning:** We are committed to continuous learning and improvement and strive to be informed about the experiences and perspectives of all individuals within our organization.

To achieve these principles, we will:

- Recruit, hire, and promote individuals from diverse backgrounds.
- Foster an inclusive workplace culture where everyone is valued and supported.
- Provide training and education to our staff, board, and volunteers on diversity and inclusion topics.
- Foster open and honest communication and actively seek out and address any issues related to diversity and inclusion.
- Regularly review and evaluate our policies and practices to ensure they align with our commitment to diversity and inclusion.

Our organization is committed to implementing and promoting this diversity policy in all aspects of our work. We believe that diversity and inclusion are essential to achieving our mission and we are dedicated to creating an environment that values and respects all individuals.

This policy is not exhaustive and is intended to be a guiding document for our organization's commitment to diversity and inclusion. We will continue to evaluate and improve our efforts to create a more inclusive and welcoming organization.

(Adopted on March, 2023)