

Ramacrisna Institute's Diversity, Equity and Inclusion Policy

The Ramacrisna Institute recognizes that diversity and inclusion are fundamental to strengthening our mission of social transformation and fulfilling the positive impact objectives we seek to achieve. We believe that the plurality of experiences, cultures, ethnicities, backgrounds, genders, sexual orientations, abilities and beliefs makes a unique contribution to building innovative and effective solutions. Our commitment is to ensure a fair, welcoming and inclusive environment for all our employees, volunteers, beneficiaries and partners.

1. OBJECTIVE

The Ramacrisna Institute, committed to aligning its initiatives with the main international standards of Human Rights and best practices of Environmental, Social and Corporate Governance (ESG) Sustainability, has established the Diversity, Equity and Inclusion Policy.

The aim is to establish guidelines to guide the relationship between the Executive Board, members of the Administrative and Fiscal Council and General Assembly, partner companies and organizations, donors, suppliers and other stakeholders in relation to Diversity, Equity and Inclusion issues, as well as to promote transparency in the organization's directions, aiming for a pluralistic environment, free of discrimination, which fosters and values respect and equal opportunities.

2 - Fundamental Principles:

The Ramacrisna Institute has defined priority themes with its respective affinity groups, as a way of disseminating the principles and purposes of the Diversity, Equity and Inclusion Policy and inviting its teams and partner organizations to debate the following themes:

Gender Equity: Promoting equity and recognition of each individual, in a space free from any kind of gender-based violence through actions involving women's empowerment and equal opportunities.

Anti-Racism: Promote an anti-racist organizational culture by increasingly implementing

effective actions that strengthen anti-racist education in all spaces.

Ethnic-Racial: Promote a more inclusive work environment, free from racial and ethnic discrimination, and attentive to unconscious biases.

LGBTQIAPN+: Promote an environment free from any kind of discrimination based on sexual orientation or gender identity/expression, ensuring equity in opportunities and rights.

Intergenerational: Foster a culture that values generational diversity in an environment of exchange and mutual learning between generations, contributing to the creation of more opportunities, training, and inclusion of young people and individuals over the age of 55 in all our areas of activity.

People with Disabilities: Promote the inclusion of people with disabilities in the professional environment through actions focused on attraction, retention, and development, based on a policy of support and representation.

Diversity: A broad range of human differences, including but not limited to variations in gender, age, ethnicity, race, cultural background, socioeconomic class, physical and mental abilities, religion, gender identity, and sexual orientation. Recognizing diversity means valuing and respecting these differences as a fundamental aspect of academic and professional excellence, contributing to a rich learning environment and a vibrant and inclusive community.

Social Inclusion: Active elimination of barriers—whether physical, social, economic, cultural, or technological—that hinder the full participation and engagement of all

individuals. Inclusion at Instituto Ramacrisna means fostering an environment where each person is valued, respected, and has an active voice, contributing to the development of a professional culture that celebrates diversity as an enriching resource.

Cultures, Territories, and Spiritualities: Promote a work environment that respects cultural, territorial, and religious plurality, honoring cultural identity, nationality, traditions, place of residence, beliefs, customs, and habits.

3- Scope

This policy applies to everyone at Instituto Ramacrisna: the Executive Team, Administrative and Fiscal Council, General Assembly, as well as suppliers, service providers, sponsors, partners, and partner organizations.

4- Contextualization

The Diversity, Equity & Inclusion Policy aims to outline the responsibilities of all individuals at Instituto Ramacrisna in promoting, respecting, and implementing diversity and inclusion practices in all areas of institutional life, reflecting the organization's commitment to equity, mutual respect, and effective inclusion. It is guided by internationally recognized ethical and regulatory standards, including but not limited to:

- (a) The United Nations Sustainable Development Goals (SDGs), especially those related to gender equality (SDG 5), reduction of inequalities (SDG 10), and quality education (SDG 4), aiming to contribute to a fairer, more inclusive, and sustainable future for all.
- (b) The Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), and the Convention on the Rights of Persons with Disabilities (CRPD), ensuring the adoption of an inclusive and accessible

perspective.

(c) The 1988 Federal Constitution of Brazil, which enshrines equality and prohibits discrimination, the Racial Equality Statute, and the Brazilian Law for the Inclusion of Persons with Disabilities (Statute of Persons with Disabilities).

5- Commitment

Our commitment is to promote diversity, equity, and inclusion in all their forms, striving for an increasingly plural work environment, free from any form of prejudice and discrimination, where each person can express their identity freely, with their individuality respected and valued.

In this regard, we outline our Commitment to Diversity, Equity, and Inclusion and the Strategic Guidelines developed to foster diversity and ensure equal opportunities, promoting a more inclusive environment of equal opportunity:

Instituto Ramacrisna's Commitments:

Promote a respectful environment: Recognize and value the individuality of each team member, ensuring a fair workplace where everyone has equal opportunities to reach their full potential.

Ensure violence-free spaces: Provide safe working conditions, reinforcing a zero-tolerance policy and strict investigation procedures for all forms of workplace violence, including verbal and/or physical abuse, and prevent sexual harassment.

Foster a trusting environment: Ensure psychological safety where people feel free to be themselves, share ideas, and express their viewpoints respectfully through open and transparent dialogue.

Conduct regular Internal Diversity Censuses: Focus on diagnosis and analysis to develop

action plans for the organization and its projects.

Establish bias-free processes: Treat everyone fairly and equally, without discrimination based on race, ethnicity, gender, gender identity, sexual orientation, age, social class, disability, religion, nationality, or political beliefs — including in internal rules and processes related to hiring, dismissal, role changes, benefits, and training, which must be performance-based.

Combat prejudice, discrimination, and harassment: Address incidents of discrimination and any form of humiliation, intimidation, ridicule, hostility, embarrassment, or microaggressions in our workplaces — whether related to race/ethnicity, gender, sexual orientation, religion, physical and/or intellectual disabilities, social background, or any other factor. We aim to ensure that the team feels welcomed and safe to report abusive situations experienced or witnessed, always respecting the dignity and human rights of everyone in the workplace.

Any violations of this Policy are considered breaches of the Instituto Ramacrisna Code of Ethics and Conduct.

6- Strategic Guidelines:

Institutional commitment: Respect and value the uniqueness of the Instituto Ramacrisna team, promoting an inclusive work environment and consistently combating discrimination and prejudice in all its forms.

Inspiring leadership: Make decisions that are more sensitive and empathetic, free from biases. Promote inclusive environments, encourage moments of active listening, and build and develop diverse teams across all areas of the organization. Take a stand when witnessing exclusionary or discriminatory behaviors and lead by example.

Promotion of inclusive and affirmative processes: Ensure practices and promote inclusive internal policies, rules, and processes to attract, hire, develop, recognize, and retain the best and most diverse talents.

Valuing the diversity of our teams, service providers, and suppliers: Recognize and appreciate the individuality of each team member, service provider, and supplier at Instituto Ramacrisna, always ensuring an inclusive, prejudice-free work environment and encouraging them to adopt these practices.

7- Equal Opportunities

Work environment: Promotion of educational campaigns and actions to combat discrimination and eliminate unacceptable behaviors.

Accessibility for people with disabilities: Instituto Ramacrisna ensures that people with disabilities have equal access to training, development, and career opportunities. All departments must work toward continuous adaptation and accessibility to integrate and maintain teams under appropriate conditions for performing their duties.

Salary: Development of policies and processes to ensure pay equity across the entire Instituto Ramacrisna team.

Attraction and selection: Review of recruitment processes to reduce the impact of unconscious biases.

Development and succession: Strengthening of specific actions for Black individuals, LGBTQIAPN+ people, women, Indigenous peoples, and people with disabilities to occupy leadership positions.

Training: Inclusion of content related to Diversity, Equity, and Inclusion, as well as management of diverse professional profiles, in all of the organization's training programs.

8- Compliance Committee

Instituto Ramacrisna provides a Compliance Committee for receiving reports of violations related to the failure to uphold the guidelines on valuing Diversity, Equity, and Inclusion.

Any discriminatory conduct and/or actions that conflict with this Policy must be reported to the Compliance Committee via email at ouvidoria@ramacrisna.org.br and/or through the “Contact – Talk to Us” section on the website.

9 - General Provisions

This Policy must be reviewed periodically, at least once every three (3) years or as needed, and submitted for approval by the General Assembly.