Arabica is committed to building a workplace where everyone is treated with dignity and respect, and where diversity, equity, and inclusion are fundamental to our culture. We believe that creating an inclusive workplace is not only the right thing to do, but it also strengthens our business and helps us to better serve our customers and communities.

Arabica upholds the following principles of equity, diversity, and inclusion:

1. We treat everyone with respect and dignity: We expect all employees to treat each other and our customers with respect and dignity, regardless of their race, gender, sexual orientation, religion, age, disability, or any other characteristic. Discrimination or harassment of any kind will not be tolerated.
2. We embrace diversity and promote inclusion: We celebrate and value the diversity of our workforce and the communities we serve. We strive to create an inclusive environment where everyone feels welcome and valued, and where differences are not only accepted but also appreciated.
3. We are aware of unconscious bias: We understand that we all have unconscious biases, and we encourage our employees to be aware of their own biases and to challenge them. We aim to create a workplace where everyone has equal opportunities for career advancement and professional development.
4. We foster a culture of openness and dialogue: We encourage open and honest communication, and we believe that creating a culture of openness and dialogue is essential to building a diverse and inclusive workplace. We welcome feedback from all employees and are committed to addressing any concerns or issues related to equity, diversity, and inclusion.
5. We take responsibility for creating an inclusive workplace: We believe that creating an inclusive workplace is everyone's responsibility, from the top down. We encourage all employees to take an active role in promoting equity, diversity, and inclusion in the workplace and to hold themselves and others accountable for their actions.
6. We provide equal opportunities for all: We are committed to providing equal opportunities for all employees, regardless of their race, gender, sexual orientation, religion, age, disability, or any other characteristic. We aim to create a workplace where everyone has equal opportunities for career advancement and professional development.
7. We educate ourselves and others: We are committed to educating ourselves and others on equity, diversity, and inclusion. We will provide training and resources to all employees to help them understand the importance of these principles and how they can be applied in the workplace.

Arabica employees, contractors and third parties are expected to uphold this code of conduct and to contribute to creating a workplace where everyone feels welcome, valued, and respected.