



Bolt Diversity and Inclusion Policy

1. Introduction

At Bolt, we are committed to building a diverse and inclusive company that reflects the customers we serve. We believe that diversity & inclusion drive innovation, creativity, sustainable growth, and are key to true meritocracy. This Policy outlines our commitment to creating a workplace where people can deliver at their best by removing bias, creating equal opportunity and ensuring a respectful work environment.

2. Purpose

This policy aims to:

- Promote diversity and inclusion at all levels of the organisation.
- Ensure Bolt's access to the best talent from all backgrounds.
- Promote equality and meritocracy.
- Support an open company culture, where people can challenge others regardless of their position or background.
- Align our diversity and inclusion efforts with our business goals and values.

3. Scope

This policy applies to all employees, applicants, contractors, partners, and stakeholders of Bolt, irrespective of their position, role, or location.

4. Commitment to Diversity

Bolt is committed to building a diverse workforce that reflects the global communities we operate in. We will actively seek to:

- Recruit, hire, and promote individuals from various backgrounds, cultures, and demographics.
- Ensure that all employment decisions are based on merit, free from bias or discrimination.
- Provide equal opportunities for professional development and career advancement to all employees.
- Assess all our people processes & policies from a diversity & inclusion perspective and make improvements where necessary.
- Based on continuous analysis of our metrics and employee feedback, have a detailed activity plan to improve matters ranging from structural issues to small-scale updates in processes.

We are also committed to treating the drivers and couriers on the Bolt platform with respect and integrity. Bolt aims to increase diversity and gender balance within these populations to promote equal access to earning a living.

Bolt does not discriminate based on gender or gender identity, age, ethnicity or race, religion, sexual orientation, disability, and any other protected status or associated characteristic.

5. Inclusive Workplace

We strive to create an inclusive workplace where all employees can thrive. To achieve this, we will:

- Foster a culture of openness, respect, and belonging.
- Promote open and transparent communication.
- Offer training and education on diversity, equity, and inclusion.
- Encourage employees to report discrimination, harassment, or bias, and provide mechanisms for doing so confidentially and without fear of retaliation.
- Enable employees to combine their work and private lives through flexible ways of working.



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- Implement reasonable accommodations to support employees with disabilities or specific needs.

6. Supplier Diversity

We shall seek suppliers that are committed to hiring and treating their employees on equal terms and not allow any discrimination or harassment. They must seek to eliminate any type of discrimination in their workforce and promote a culture of equal opportunities and diversity.

7. Reporting and Accountability

Bolt will regularly assess and report on the progress of our diversity and inclusion efforts. We will hold leadership and management accountable for creating and maintaining an inclusive workplace.

8. Review and Continuous Improvement

This policy will be reviewed periodically to ensure its effectiveness and relevance. We are committed to continuous improvement in our diversity and inclusion initiatives.

9. Conclusion

At Bolt, we believe that our diversity is our strength. We are dedicated to building an inclusive and equitable environment that celebrates the unique backgrounds and perspectives of our people. Through our collective efforts, we aim to drive innovation, creativity, and sustainable growth while promoting social responsibility and equality in the communities we operate in.