

DIVERSITY, EQUITY & INCLUSION IN THE WORKPLACE POLICY

INTENT

Bitcoin Well is dedicated to providing an atmosphere free from barriers in order to promote equity and diversity. We celebrate and welcome the diversity of all employees, board members, stakeholders and external personnel. It is the policy of Bitcoin Well to foster an environment that respects people's dignity, ideas and beliefs thereby ensuring equity and diversity in employment. We demonstrate our commitment to this by providing a supportive work environment and a corporate culture that welcomes and encourages equal opportunities for all employees.

GUIDELINES

Bitcoin Well has specific policies in place to prevent any discrimination on the basis of the protected grounds in any employment, stakeholder or external personnel matter. As such, Bitcoin Well is dedicated to promoting diversity within the workplace.

All personnel actions regarding hiring, compensation, promotion, benefits, job assignments, transfers, lay-offs, return from lay-offs, company sponsored programs or events, etc. will be taken without regard to race, colour, creed, religion, sex, gender identity, gender expression, family status, age, language or national origin.

Bitcoin Well will ensure that accommodations are made for individuals who require them. Individuals are encouraged to let Bitcoin Well management know of any accommodations that should be made.

Cultural Competence

Bitcoin Well will ensure that employees and stakeholders are culturally competent and may use various training initiatives to foster these competencies. These training initiatives may include:

- Allowing awareness of one's own cultural view
- Encouraging positive attitudes towards cultural differences
- Obtaining knowledge of differing cultural practices and views
- Teaching cross-cultural skills

Hiring Practices

Bitcoin Well is dedicated to recruiting and retaining a qualified workforce, including for its Board of Directors. By valuing a diverse workforce, Bitcoin Well is committed to hiring practices that are fair and equitable. Bitcoin Well will always hire the most qualified candidate for a position. We will ensure that the search and hiring process is fair and equitable so the appropriate qualifications of each candidate are the only criteria upon which a hiring or promotion decision is made.

Acknowledgment and Agreement

I, _____, acknowledge that I have read and understand the Diversity in the Workplace Policy of Bitcoin Well. Further, I agree to adhere to this policy and will ensure that employees working under my direction adhere to this policy. I understand that if I violate the rules/procedures outlined in this policy, I may face disciplinary action, up to and including termination of employment.

Signature

Date