



2021 Overview Report

Diversity and Inclusion Report



BREAKWATER VANTAGE

Your Partner In Innovation

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VISION

Breakwater is a corporation where the collective strength of experience, skills and perspectives of our diverse workforce creates a positive work environment, better results and quality of product; by integrating diversity and inclusion strategies in recruitment, performance management, leadership assessment, and training.

APPROACH

By attracting and leveraging a diverse workforce, and building an inclusive workplace, Breakwater is stronger and a more competitive to continue to deliver sustainable, quality services; that involves planning ahead, committing to execution, and adapting to change and trends in the marketplace.

Equity, diversity and inclusion ensures we are the best possible place to work, where everyone can participate and feel they belong; by bringing a diverse perspectives and ideas to the table across Breakwater Vantage will deepen our culture of innovation and transformation which is critical for our future success.

This commitment is woven into our values and belief that our company is strongest when embrace the full spectrum of humanity; each of us has a role to play in advancing this mission.

Breakwater Vantage Aims to create an inclusive workplace promoting and sustaining a sense of belonging.



WORKPLACE FRAMEWORK

Breakwater Vantage is committed to building and sustaining an inclusive work environment - one that welcomes, supports, respects and values individuals for their unique experiences, perspectives, talents and contributions.



Take Action-Make a Difference

BREAKWATER VANTAGE PRINCIPLES

Diverse workforce	Fair Treatment	Inclusive Workplace	Barrier-free Organization	Integrated Approach
Employ people of different cultural backgrounds, ages, genders, disabilities, religions, sexual backgrounds and varying levels of professional experience.	Employees in all aspects of personnel without regard to political affiliation, race, color, age, national origin, sex, marital status, handicap, or religion and with proper regard for basic rights and equal opportunity	Employs people of different cultural backgrounds, ages, genders, disabilities, religions, sexual backgrounds and varying levels of professional experience.	Employs people of different cultural backgrounds, ages, genders, disabilities, religions, sexual backgrounds and varying levels of professional experience.	Employs people of different cultural backgrounds, ages, genders, disabilities, religions, sexual backgrounds and varying levels of professional experience.

Breakwater Profile

OVERVIEW, GOALS & OBJECTIVES



OUR COMMITMENT

Our definition of diversity includes anything that makes us unique, including visible characteristics such as gender expression or race as well as non-visible ones like diversity of thought and gender identity.

Inclusion is enabling these diverse forces and talent in an environment where the richness of ideas, background and perspectives are cultivated to create business value and achieve outstanding results.

Breakwater Vantage must continually create and maintain a culture of inclusion by ensuring our policies, practices and processes are inclusive, unbiased and create fair opportunities for everyone. This is an important part of our organizational culture, strategy and business operations.

"We shall select suitable Company policies and then apply them consistently and make judgements that are reasonable and prudent"