

## VioPixel Merit-Based Inclusivity & Culture Policy

Effective Date: 03/01/2019

### 1. Purpose

At VioPixel, we do things differently. We believe that real inclusivity is about **respecting individuality** and **hiring the best person for the job—period**. Our culture thrives on skill, passion, and integrity, not on arbitrary diversity quotas. This policy ensures that every team member is valued for who they are and what they bring to the table, not checked off a list based on race, gender, or identity.

### 2. Our Approach to Inclusivity & Culture

We are built on a **People Over Profits** foundation, where every person is treated with fairness, respect, and opportunity. At VioPixel:

- We hire based on **skill, experience, and culture fit**—not because of external pressures or demographic targets.
- We encourage **individuality** and the ability to bring your full self to work while maintaining professional excellence.
- We celebrate **diverse thoughts, backgrounds, and perspectives** because they make us stronger—but we will never compromise on **excellence and capability**.
- We foster an **environment of respect, transparency, and fairness**, where every employee is given equal opportunity to grow based on merit.

### 3. Merit-Driven Hiring & Advancement

VioPixel hires, promotes, and rewards based on:

- **Competence:** Can you do the job well? Do you bring expertise and value?
- **Work Ethic:** Are you committed to excellence and willing to push boundaries?
- **Cultural Alignment:** Do you share our core values? Are you here to **create, innovate, and collaborate**?
- **Growth Mindset:** Are you willing to learn, adapt, and evolve with the company?

We do **not** make hiring decisions based on race, gender, religion, or any other demographic factor. We choose the **right** person for the job, not a checkbox candidate.

## 4. Inclusive, Not Performative

We don't believe in forced narratives or corporate virtue signaling. At VioPixel:

- Everyone is welcome, but **no one is entitled to a position**—it must be earned.
- Respect is a two-way street; **we respect your individuality, and you respect our culture.**
- We support different perspectives and encourage open discussions—but we do not tolerate divisive, political, or ideological agendas disrupting the workplace.
- If you're here, it's because you're great at what you do and you contribute to our mission—not because of your identity.

## 5. Equal Opportunity & Zero Discrimination

While we reject quota-based hiring, we **enforce a zero-tolerance policy** against discrimination. This means:

- No one will be denied opportunities based on personal characteristics unrelated to job performance.
- Harassment, bias, or mistreatment of any kind will not be tolerated.
- Every team member has an equal shot at success, and hard work will always be rewarded.

## 6. Final Word: The VioPixel Way

VioPixel is about **creativity, innovation, and results**—not compliance culture. We are here to build **extraordinary digital experiences** with a team of **exceptionally skilled** individuals. Our commitment to fairness is real, our doors are open to the best talent, and our culture is built on **respect, excellence, and teamwork.**

If you align with our mission and values, you belong here. No labels needed.