

FIN-POL-020

Diversity, Equity and Inclusion Policy

A commitment to fairness, inclusion, and equal opportunity

Finova Policy

Built on Integrity, Discipline and Trust

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Finova Trading FZE LLC

Call & WhatsApp: +971 56 126 2623 ❖ +44 7714 612701

Email: info@finovatrading.com

Web: <https://finovatrading.com>

Document Control

Item	Detail
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1. Policy Statement

Finova is committed to fostering a workplace and operating environment that values diversity, promotes equity, and supports inclusion. Diverse perspectives strengthen decision-making, enhance resilience, and contribute to a culture of respect and professionalism.

This policy sets out how Finova approaches diversity, equity, and inclusion across its activities and relationships.

2. Our Approach to Diversity, Equity and Inclusion

Finova is committed to fostering a workplace and operating environment that values diversity, promotes equity, and supports inclusion. Diverse perspectives strengthen decision-making, enhance resilience, and contribute to a culture of respect and professionalism.

This policy sets out how Finova approaches diversity, equity, and inclusion across its activities and relationships.

3. Inclusive and Respectful COnduct

Finova expects all those acting on its behalf to treat others with dignity and respect.

Behaviour that undermines inclusion—such as discrimination, harassment, intimidation, or exclusion—is not tolerated. Differences of opinion are handled professionally and constructively, recognising that respectful challenge can coexist with mutual respect.

4. Fair Opportunity and Decision Making

Finova is committed to providing fair and equitable opportunities in its operations and engagements.

In practice, this means that Finova:

- makes decisions based on objective criteria and relevant capability,
- seeks to remove barriers that could disadvantage individuals unfairly, and
- avoids practices that result in unjustified exclusion or bias.

Finova recognises that equity may require different approaches in different contexts to achieve fair outcomes.

5. Working with Partners and Counterparties

Finova recognises that diversity, equity, and inclusion considerations may also arise through relationships with partners, counterparties, and third parties.

While respecting cultural and jurisdictional differences, Finova expects those it works with to conduct themselves in a manner consistent with basic principles of fairness, dignity, and respect.

Finova may decline or disengage from relationships where conduct is fundamentally incompatible with these principles.

6. Governance and Oversight

Responsibility for diversity, equity, and inclusion sits with Finova's management, supported by appropriate oversight and escalation mechanisms.

Concerns relating to discriminatory or exclusionary behaviour are taken seriously and addressed appropriately. Where necessary, Finova may take corrective action to uphold its standards.

7. Alignment with Recognised Equality Principles

Finova's approach to diversity, equity, and inclusion is informed by recognised principles of equality, non-discrimination, and inclusive practice, as reflected in international guidance and applicable legal frameworks.

Such references guide approach and judgement, without implying certification, registration, or formal accreditation.

8. Review and Continuous Improvement

This policy is reviewed periodically to ensure it remains appropriate, effective, and aligned with Finova's activities and operating environment.

As understanding of diversity, equity, and inclusion evolves, Finova's approach will adapt accordingly to ensure continued fairness and respect.

 **End of Policy** 

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