

Diversity, Equity, and Inclusion (DEI) Policy

THE REAL BROKERAGE INC.

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Overview:

Real Brokerage is fiercely committed to creating an inclusive work environment for all its employees and agents. We believe that the success of our business relies on bringing together people with diverse backgrounds and experiences who feel comfortable being their full selves in the workplace. We believe that a diverse workforce allows us to better serve our customers and supports the development of diverse and inclusive communities. Our employees and agents alike represent their communities, and therefore we aspire to have a pool of agents who reflect the backgrounds, demographics, and ethnicities of the markets we seek to engage with. At Real, our customers, agents and employees all belong to the Real community, a geographically spanning diverse and inclusive community. We take diversity seriously and monitor the composition of our employees and agents as well as our recruiting, hiring and retention practices to ensure they are equitable.

This policy reflects our corporate values and our expectations as they pertain to Real Brokerage employees and agents. All employees are required to abide by the letter and spirit of this policy. This policy is reviewed annually by Director of Human Resources. Any changes to the DEI policy require Board of Directors approval.

Harassment Free Workplace

We do not tolerate any forms of harassment or discrimination in the workplace, including verbal, physical, or visual harassment or discrimination based on the individual's gender, color, race, citizenship, marital status, ethnicity, religion, national origin, age, disability, pregnancy, sexual orientation, gender identity, and expression, covered veteran status, protected genetic information, political affiliation or any other characteristic protected by law. We are constantly working to foster an atmosphere of inclusivity, and we take any complaints regarding harassment or discrimination very seriously.

Real intends to provide and maintain a work environment that is orderly, pleasant, professional, and free from intimidation, hostility, or other conduct which might interfere with work performance. Harassment of any sort (verbal, physical, or visual) will not be tolerated. Real employees, and particularly managers, have a responsibility for keeping our work environment free of harassment.

Any employee who becomes aware of an incident of harassment or violation of the **Equal Employment Opportunity (EEO) or Anti-Harassment Policy**, whether by experiencing it, witnessing the incident, or being told of it, must report it to their immediate supervisor or any management representative (including HR) with whom they feel comfortable. When management becomes aware of the existence of harassment or violation of the EEO policy, they are obligated by law to take prompt and appropriate action, including investigation of the complaint. Confidentiality of witnesses will be kept to the extent possible.

Any employee found to have harassed or violated the rights of a fellow employee will be subject to disciplinary action, up to and including termination. Retaliation of any sort will not be permitted, and no adverse employment action will be taken against any employee making a good faith report of alleged harassment or EEO violation.

Any individual who makes unwelcome advances, threatens, or in any way harasses another employee may be subject to discipline, up to and including, discharge. An employee in violation of this policy may also be personally liable for such actions and their consequences.

Equal Opportunity Employer

Real is an equal opportunity employer. Employment decisions are based on merit and business needs, and not based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including medical history), military service, or other non-merit-based factors.

Our policy reflects and affirms the Company's commitment to the principles of fair employment and the elimination of all discriminatory practices and applies to all aspects of employment, including (but not limited to) application for employment, recruiting, hiring, compensation, benefits, promotions and transfers, training, layoffs, rehires, termination of employment, and all other terms and conditions of employment. We will comply with all applicable federal, state and local laws related to discrimination and will not tolerate interference with the ability of any of the Company's employees to perform their job duties due to discrimination or harassment.

Implementation

All employees at Real receive training on workplace harassment and anti-discrimination during their first month of employment. These trainings highlight the value of diversity in the workplace and describe the types of discrimination that are not tolerated. Additional annual training on workplace harassment and anti-discrimination must be completed annually by all employees. Employees seeking leadership positions or managerial roles must complete additional training that supports Real's diverse and inclusive culture. Any employee found to have engaged in harassment or discrimination in violation of this policy will be subject to disciplinary action, up to and including termination of employment.

Real is constantly working to improve its DEI programs and initiatives. Our Human Resources team is responsible for diversity initiatives and is continually looking for ways to build a more inclusive and diverse culture. At least on an annual basis, the Board is presented with a summary of diversity initiatives and companywide metrics on diversity.