



ANTI-DISCRIMINATION POLICY

PURPOSE

To prevent discrimination and to ensure equal opportunities for all employees, applicants, and shareholders, we uphold a strict zero-tolerance policy regarding discrimination, harassment, and bias. Our commitment to equality is reinforced by a framework that fosters respect and dignity for all individuals.

We do not engage in or condone discrimination based on age, sex, gender, sexual orientation, or gender identity. Additionally, we oppose discrimination based on race, ethnicity, national origin, disability, religion, or belief. Our organization maintains an open-door policy that facilitates the reporting of incidents, ensuring thorough investigations are conducted and firm disciplinary actions are taken against offenders.

The advantages of adopting anti-discrimination policies contribute to the creation of an inclusive and respectful workplace, promote employee well-being and engagement, and enhance the organization's reputation. We implement best practices by providing comprehensive training on anti-discrimination policies, clearly communicating these policies and procedures, and holding employees accountable for their adherence.