

# ANTI-DISCRIMINATION ANTI-HARASSMENT AND ANTI-PERSECUTION POLICY



The Company is committed to maintaining an environment that encourages and promotes ethical and professional behaviour of all employees and respect for individual values and freedoms. It also adheres to the Anti-Discrimination, Anti-Harassment and Anti-Persecution Regulation.

The present Policy shall ensure equal opportunities for all employees and prevent and counter discrimination, harassment, and persecution.

The Policy shall apply to all employees, guests, and business partners of the Company regardless of their status, position, type of employment, or type of activity.

The major anti-discrimination, anti-harassment, and anti-persecution principles of the Company include:

- The Company shall operate in accordance with the Ukrainian law on hiring and employment and principle 6 of the UN Global Compact.
- The Company shall consider gender equality and diversity as values and strive to implement them at all levels of the Company's activities.
- In all aspects of employment, hiring, compensation and benefits, training, promotion, transfer, and dismissal, the Company shall treat employees fairly, without discrimination, harassment, or persecution.
- The Company shall strive to provide equal opportunities. Every person shall have the right to be hired and promoted regardless of race, colour, sex, age, social status, religion, habits, sexual orientation, political views, or disability, subject to compliance with the requirements specific to a particular position in the Company.
- The Company shall ensure compliance with the Ukrainian law on anti-discrimination, anti-harassment, and anti-persecution. It shall guarantee employees the right to formally file a complaint regarding violations of these Policy and Regulation and, simultaneously, be protected from persecution. The Company shall guarantee all employees a fair review of such appeals and feedback based on their assessment.



The Company undertakes to ensure and respect the protection of human rights proclaimed at the international level. Accordingly, we expect our employees and business partners concerned about the Company's actions and its employees' conduct to inform us of their concerns.

