

WOMEN'S RIGHTS AND EQUALITY POLICY

In our company we value gender equality.

- ◆ We ensure the health, safety and well-being of all our employees, regardless of gender.
- ◆ We promote the involvement of women within the company in all departments and ensure equal opportunities.
- ◆ We act according to the principle of “equal pay for equal work” without gender discrimination.
- ◆ We take into account the principle of equality when distributing tasks.
- ◆ We offer the necessary environment to equally benefit from career opportunities.
- ◆ We create educational guidelines and support women's participation and awareness raising.
- ◆ We create working environments and practices that ensure work-life balance.
- ◆ We promote women in management and ensure equal opportunities.
- ◆ Women must not be subjected to any form of abuse, harassment, discrimination, oppression, coercion, defamation, etc. We don't allow it to be exposed to such situations.
- ◆ We are always aware of the added value women bring to the world and our company, and of course we support their existence.

