

## **NON-DISCRIMINATION POLICY**

### Extract from Work Regulations

Direct or indirect discrimination of persons seeking employment or employees, on the grounds of gender, birth, language, race, skin color, age, state of health i.e. invalidity, nationality, religion, marriage status, family obligations, sexual orientation, political and other beliefs, social origin, property, membership in political organizations, trade unions or any other personal characteristic is prohibited.

Direct discrimination, under these Regulations, is any act by which a person seeking employment or an employee, is put in a less favorable position in comparison to other persons in the same or similar situation.

Indirect discrimination, under these Regulations, exists when certain seemingly neutral provision, criterion or practice puts or would put a person seeking employment or an employee in a less favorable position in comparison to other persons because of certain characteristic, status, orientation or belief.

Discrimination is prohibited with respect to:

- 1) conditions for employment and choice of candidate for performance of a job;
- 2) conditions of work and employment rights;
- 3) education, training and specialization;
- 4) advancement at work;
- 5) termination of employment agreement.

Provisions of employment agreement establishing discrimination on any of the above grounds have no legal force.

Harassment, including sexual harassment is prohibited.

Harassment, under these Regulations, is any unwanted behavior whose aim is, or this behavior represents, the infringement of dignity of person seeking employment, or the employee, and which causes fear or creates hostile, humiliating or abusive environment.

Sexual harassment, under these Regulations, is any verbal, non-verbal or physical behavior whose aim is, or this behavior represents, the infringement of dignity of person seeking employment, or the employee, in the domain of sexual life, and which causes fear or creates hostile, humiliating or abusive environment.

Acknowledgement of differences, exclusion of or primacy to job performance, when the nature of the job is such or when the job is performed under such conditions that characteristics related to some of the grounds laid down by the Regulations represent actual and crucial condition of the job performance and when the ultimate purpose is justified, are not considered as discrimination.

Regulations and employment agreement provisions referring to special protection and help to certain categories of employees, protection of persons with disabilities, women on pregnancy, child care or special child care leave as well as provisions referring to special rights of parents, adoptive and foster parents and custodial persons – are not considered as discrimination.

In the case of discrimination and under these Regulations, employee may initiate the damage compensation procedure in front of competent court and in compliance with relevant law.