



## **Elseta Anti-Discrimination and Equal Opportunity Policy**

### **Introduction**

At Elseta, we are dedicated to creating and maintaining a work environment where all employees are respected, valued, and free from any form of discrimination, harassment, or retaliation. We believe that a diverse and inclusive workplace fosters innovation, enhances collaboration, and drives success. Our commitment to equality and diversity is rooted in our core values, and we aim to ensure that every individual is treated with dignity, respect, and fairness in all interactions and decisions.

### **Policy Statement**

Elseta strictly prohibits discrimination or harassment on the basis of race, color, ethnic or national origin, nationality, migrant status, minority status, gender, gender identity or expression, religion or belief, political views, sexual orientation, disability, age, or any other characteristic protected by applicable law. This policy extends to all aspects of employment, including recruitment, hiring, training, promotion, compensation, and termination. We are committed to providing equal opportunity and promoting an environment where diverse perspectives and experiences are welcomed and appreciated, helping us create a vibrant and dynamic workplace.

### **Compliance with Laws**

We comply with all applicable anti-discrimination laws and regulations, including but not limited to:

- The European Union Equal Treatment Directives (2000/43/EC and 2000/78/EC)
- The EU Charter of Fundamental Rights
- The European Convention on Human Rights

Our commitment to anti-discrimination and equal opportunity aligns with all relevant laws and regulations. Elseta strictly complies with the European Union Equal Treatment Directives (2000/43/EC and 2000/78/EC), which aim to prevent discrimination based on race, ethnicity, religion, disability, age, and sexual orientation in both employment and occupation. Additionally, we uphold the principles outlined in the EU Charter of Fundamental Rights and the European Convention on Human Rights, ensuring that all individuals have the right to be treated fairly and equitably in the workplace. These frameworks reinforce our dedication to providing a supportive, inclusive, and legally compliant work environment.



## **Responsibilities**

The responsibility to uphold this Anti-Discrimination and Equal Opportunity Policy lies with all members of the Elseta team, including employees, managers, and company representatives. Every individual at Elseta is expected to promote and protect a culture of respect, diversity, and inclusivity by acting in accordance with this policy. Managers and leaders, in particular, play a crucial role in ensuring that our anti-discrimination principles are adhered to across all levels of the organization. They are responsible for leading by example, providing support, and addressing any concerns related to discrimination or harassment proactively and effectively.

## **Reporting and Grievance Procedure**

Elseta encourages employees to come forward with any concerns regarding discrimination or harassment without fear of retaliation. We provide a secure, confidential, and responsive reporting procedure for employees to raise complaints, ensuring that each report is handled with sensitivity and impartiality. Employees can rest assured that all reported incidents of discrimination or harassment will be thoroughly investigated, and appropriate action will be taken to address any breaches of this policy. We are committed to creating an environment where employees feel comfortable reporting issues and can trust that their concerns will be addressed promptly and effectively.

## **Training and Awareness**

We recognize the importance of fostering awareness and understanding among our employees about diversity, inclusion, and anti-discrimination practices. To this end, Elseta offers regular training programs that focus on these essential topics, equipping employees with the knowledge and tools they need to contribute to an inclusive workplace. These training sessions emphasize the prevention of discrimination and harassment and help reinforce our shared commitment to equality. By promoting awareness, we aim to empower our employees to contribute positively to the company culture and support each other in building a harmonious work environment.

## **Consequences of Non-Compliance**

Elseta takes any violations of this policy very seriously. Failure to comply with our Anti-Discrimination and Equal Opportunity Policy may result in disciplinary action, which could include termination of employment. Furthermore, violations may have legal implications, depending on the nature and severity of the breach. We are fully committed to enforcing this policy to ensure that Elseta remains a fair and inclusive workplace for everyone, and we expect all employees to uphold these standards in their daily conduct and interactions.



## **Conclusion**

Through this policy, Elseta demonstrates its commitment to a workplace that values equality, respects diversity, and prioritizes inclusivity. We strive to build a culture where everyone feels welcome, supported, and empowered to succeed. By adhering to our Anti-Discrimination and Equal Opportunity Policy, we are better equipped to foster a positive work environment that benefits both our employees and our organization as a whole. We are dedicated to continually assessing and improving our practices to ensure that every member of the Elseta team can thrive in a supportive and respectful setting.