



EUTROPIAN GmbH

Public document - Gender Equality and Diversity Policy

Vienna, January 2022

The purpose of this policy is to provide diversity and equality to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination. All employees, whether part time, full time or temporary, are treated fairly and equally and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of interest, attitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Eutrobian's commitment:

- Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated;
- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense;
- Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings;
- This policy is fully supported by Eutrobian Board and has been agreed;
- The Gender and Diversity policy will be monitored and reviewed annually;
- Implementation: next to annual assessments, the employees can contact the Board of the company at any time for gender and diversity issues, data protection will be awarded fully, as Eutrobian the whole team is eager to research gender dimension in all projects it performs.

This policy is implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Disability Discrimination Act 2005
- Employment Equality (Age) Regulations 2006

The Eutrobian Board

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