



## **Equal Opportunity and Cultural Diversity Policy**

### **Purpose:**

To foster an inclusive and respectful workplace at all SlavkaSk sites by ensuring equal opportunities and promoting cultural diversity. It aims to eliminate all forms of discrimination and guarantee fair treatment, allowing every employee to contribute fully regardless of gender, religion, ethnicity, or disability.

As an international nonprofit organization, SlavkaSk n.o. places great importance on promoting equal opportunity and cultural diversity at all its manufacturing sites and workplaces. The purpose of this policy is to ensure a discrimination-free work culture where every employee is treated equally.

### **1. Principles:**

- Gender equality is guaranteed for all employees, especially in leadership and technical positions.
- Discrimination based on religion, ethnicity, age, gender, or disability is strictly prohibited.
- Every employee has the right to observe their religious practices as long as it does not interfere with operational activities.
- Women are full participants in all work processes, including operations, maintenance, and leadership decision-making.

### **2. Working Conditions and Advancement Opportunities:**

- Equal pay must be provided for equal work regardless of gender, origin, or any other factor.
- Promotion opportunities and access to training are solely based on performance; gender, religious, or cultural differences cannot be grounds for discrimination.
- Every factory must ensure a culturally sensitive work environment and the enforcement of equal opportunities.

### **3. Policy Implementation:**

- All new employees must be informed about this policy and acknowledge their acceptance.
- Any violations must be reported immediately to the Ethics Committee, which reports directly to central management.
- Compliance with equal opportunity regulations is reviewed annually through an internal audit.

**Regulation Issued By:**

**Ignác Czakó, President of the SlavkaSk International Nonprofit Organization**