



SlavkaSk n.o. – Equal Opportunity and Equity Principles

(International directive applicable to all current and future pyrolysis plants)

1. Commitment to Human Dignity and Equal Opportunity

As an international nonprofit organization, SlavkaSk n.o. believes that true sustainability is not only environmental, but also social. We are convinced that **a cleaner, more just world can only be built when all people—regardless of gender, background, culture, disability, or faith—have equal access to participate and thrive.**

Our plants are designed to **create opportunities for people from diverse walks of life** to engage in meaningful work, contribute to environmental protection, and be part of a safe, inclusive and respectful community.

2. Practical Implementation of Equity

Recognizing that people across different regions and cultures face unequal starting points, **SlavkaSk n.o. integrates social sensitivity, local empowerment, and equity into its operations.** Our guiding principle is simple:

You matter here. You have a chance.

Core practices include:

- **Non-discrimination:** All hiring, promotion, compensation, and training decisions are based solely on merit, competence, and commitment. We do not tolerate discrimination of any kind.
- **Support for marginalized communities:** We intentionally create jobs in regions with limited economic opportunities and develop outreach programs to include those who have historically been left behind.
- **Cultural inclusion:** We actively respect and embrace cultural, linguistic, and religious diversity. Trainings and team-building activities promote mutual understanding and cooperation across cultures.

3. Supporting and Empowering Women – A Conscious Commitment

SlavkaSk n.o. recognizes that in many parts of the world, women still face structural barriers to employment, leadership, and financial independence—especially in industrial and technical fields. **We approach this as a responsibility.** Our mission includes **changing this reality by offering women equal access, support, and visibility.**

Key commitments:

- **Equal pay and career development:** We ensure equal pay for equal work and actively support women's professional advancement through structured development plans and periodic salary audits.

- **Promoting women in leadership:** We encourage female participation in decision-making roles, and provide mentorship and leadership training for women across our facilities.
- **Safe and supportive workplace:** SlavkaSk n.o. upholds a zero-tolerance policy for all forms of harassment or gender-based abuse. Each facility includes an anonymous reporting system and a trained ethics officer.
- **Work-life balance:** We respect family responsibilities and support flexible work arrangements, childcare accommodations, and reintegration after maternity leave.

4. International Standards and Auditability

Our approach aligns with globally recognized frameworks, including:

- United Nations Sustainable Development Goals (especially SDG 5: Gender Equality)
- ILO Conventions on Equality and Non-Discrimination
- ISO 26000:2010 Guidance on Social Responsibility
- The UN Universal Declaration of Human Rights

We conduct annual self-assessments and invite periodic third-party audits to review progress in gender equity, wage fairness, complaint management, and cultural diversity. Results are transparently reported.

5. Our Uniqueness and Vision

SlavkaSk n.o. is more than a technical initiative. It is a **global social mission** to clean the environment while **creating dignity through work and community**.

We turn plastic waste into oil and energy – but just as importantly, we turn isolation into belonging, inequality into opportunity, and apathy into shared responsibility.

Our message is the same across all continents:

Every person matters.

A cleaner world is a shared duty.

We build the future together – with fairness, justice, and openness.