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## **STATEMENT ON EQUALITY POLICY**

### **Brief Overview**

Pivara Skopje AD is committed to providing equal opportunities to all its employees and its employment practices shall not discriminate against race, religion, ethnical or national origins, age, disability, sexual orientation, political affiliation, sex or material status.

In all aspects of employment, recruitment, benefits, training, promotion, reassignment and employment termination, we shall ensure equal treatment of all individuals, pursuant to their abilities to meet workplace requirements and standards.

None of our employees shall be subject to physical, sexual, racial, psychological, verbal or any other form of abuse. The Company shall ensure all applicable procedures in order to identify any potential shortcomings that could result in failure to apply this standard, and shall deal with them quickly and efficiently.

### **Misconduct Within The Present Policy**

#### **DISCRIMINATION**

- a) Violation of the present Policy may appear in any form of discriminating upon providing opportunities for employment, benefits or privileges; creating discriminatory working conditions or applying discriminatory criteria of evaluation upon employment, that is, discriminatory treatment, either completely or partially, regarding one's race, skin color, nationality, age, religion, disability, sex, sexual orientation and material status.
  - b) The present Pivara Skopje's Policy complies with all applicable local labour laws, including laws on protection against discrimination.
  - c) Any discrimination in case of violation of the present Code shall be subject to strict sanctions, including termination of employment.
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