

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

Equal Opportunities and Diversity Policy

Wolftank Group works by:

- Recognising merit, competence and strictly professional criteria in any decision concerning a member of management, an employee or a cooperative partner.
- Selecting, hiring, training, remunerating and treating the management, employees and cooperative partners without discrimination.
- Creating a work environment in which personal characteristics cannot give rise to discrimination.

Wolftank Group also protects its employees' psychological and physical integrity and respects their personality, avoiding subjugation to unlawful conditions or undue discomfort. It promotes cooperation between management, employees, and cooperative partners to maintain a climate of respect for each individual's dignity, honour and reputation, and to take action to prevent insulting or defamatory behaviour.

All managers, employees and freelancers have the right to work in an environment free from discrimination based on race, ethnicity, national origin, language, religion, class, age, disability, gender, relationship status, sexual orientation, political affiliation, or other classifications.

Our group requires that internal and external working relationships be conducted with the utmost fairness and without harassment, which we define as:

- Creating an intimidating, hostile, or isolating work environment for individuals or groups of workers.
- Obstructing the individual job prospects of others out of personal competitiveness or for discriminatory reasons.

Our group does not condone or tolerate sexual harassment, which we define as:

- Limiting someone's professional opportunities unless they submit to the demand for sexual favours.
- Proposing private interpersonal relations, despite an expressed or reasonably evident dislike, that may undermine or damage the wellbeing of the recipient or create an untenable working atmosphere for that person.
- Performing any undesired act, displaying inappropriate behaviour or uttering comments with sexual connotations that offend the dignity or freedom of the recipient or are likely to create retaliation or a climate of intimidation against the recipient.