

Diversity, Equality, and Inclusion Policy

2024

The background of the page features a series of overlapping, wavy green lines that create a sense of movement and depth. The lines are in various shades of green, from light to dark, and curve across the page from the bottom left towards the top right.

Antibiotice S.A. promotes and supports an inclusive culture where all employees are treated equally and fairly, and have equal opportunities for employment, promotion, and professional and personal development.

Valuing each employee equally and transparently as a unique individual has a positive impact both on the company and on the lives of people who feel that their personal traits and skills contribute to making Antibiotice a force built on the strength of every individual.

Here, every employee matters and feels connected by common goals with their colleagues. Our approach to diversity, equality, and inclusion extends not only to employees but also to all stakeholders: collaborators, business partners, academia, and the community to which we belong.

Our Approach to Diversity, Equality and Inclusion

Our goal is to ensure that all employees and job candidates benefit from equal opportunities throughout their interaction with the company, being treated with respect and consideration as unique individuals, each with their own expectations and needs.

In the recruitment process, we ensure accessibility for all candidates, and selection is conducted transparently and fairly, adhering to principles of fairness for everyone involved. We recognize diversity as a cornerstone of our values and consistently reaffirm our commitment to providing equal treatment, fairness, and integrity for all employees. We are firmly committed to combating any form of discrimination within the company.

All employees, regardless of their role or position, are supported and encouraged to reach their highest potential and to leverage their skills to benefit both the company and their own professional growth.

Principles of the Diversity, Equality and Inclusion Policy

1. Promoting an Inclusive Environment: Our organizational culture fosters the recognition and appreciation of individual differences and employee contributions, within a discrimination-free environment.

2. Focus on Knowledge and Continuous Learning: We are a development- and innovation-oriented company that promotes an environment where inclusion is fundamental, and every employee is invited to actively participate in building our shared future.

- 3. Dignity and Respect:** We ensure a workplace where all employees, candidates, and interns are treated with dignity and respect, encouraging diversity and collaboration within the team.
- 4. Equal Access to Opportunities:** We guarantee transparent and equitable access for all employees to continuous training, promotion, mobility, flexibility, rewards, and other opportunities. We strongly support the prohibition of forced labor, human trafficking and modern slavery.
- 5. Zero Tolerance for Intimidation and Harassment:** We do not tolerate any form of intimidation or harassment. Employees feel safe to express their concerns when this policy is violated, and their opinions are taken seriously, with appropriate measures taken to restore a healthy work environment.
- 6. Employee Health and Safety:** We are committed to protecting the health and safety of our employees by adhering to the highest national health standards and continuously optimizing the work environment.
- 7. Freedom of Opinion and Association:** We recognize the fundamental right of employees to express their opinions and associate freely, in accordance with national legislation and support their right to collective bargaining.
- 8. Integrity and Honesty in Business:** In all our business activities, we act with integrity and honesty and expect our stakeholders to uphold the same high ethical standards.
- 9. Responsibility for the Environment:** Our company is dedicated to protecting the natural environment and promoting the positive impact of sustainability in its business activities.
- 10. Continuous Improvement:** We continuously review our human resources policies and procedures to ensure we fulfill our commitments to diversity, inclusion and equality, thereby maintaining excellence in all areas.

Responsibilities

The Human Resources Department is responsible for implementing and promoting the principles established in this policy, as well as informing all employees about its provisions. Managers and structure coordinators are obligated to collaborate with Human Resources to ensure that human resources management practices are followed and aligned with the company's policy.

Public Access and Reporting

Our Diversity, Equality, and Inclusion Policy is publicly accessible to ensure that employees and collaborators are aware of its principles.

Any reports of non-compliance with the principles of diversity, equality, and inclusion can be made in accordance with Chapter 6 of the Internal Regulation, "*Procedure for Resolving Employee Requests or Individual Complaints*", and "*Procedure for Receiving, Examining, and Resolving Reports of Legal Violations*".

