



**GENESIS PROPERTY**

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**EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY**

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*Last update: 14 October 2022*

## **Purpose**

The Equal Opportunity and Non-Discrimination Policy is based on Genesis Property's core values and is the main document by which any equal opportunity issues and all forms of discrimination are managed.

Discrimination is the differential treatment by which the freedom of action and opportunities of an individual and/or group of persons are harmed and by which their privacy is violated.

Through this policy, Genesis Property aims to ensure that a unified approach to discrimination is adopted across all Genesis Property companies, namely that each member of our community is valued and has the right to be treated equally.

Genesis Property has adopted a “*zero tolerance policy*” towards discrimination and unequal treatment. Genesis Property companies are committed to being employers that value and promote respect for the individual and that offer all employee equal possibilities and opportunities for personal and professional development.

## **Responsibilities and Management**

The General Directors and members of the Boards of Administration or the Board of Directors within the Genesis Property companies are primarily responsible for compliance with the provisions of this document and can delegate this responsibility to directors and department managers, so that all employees are properly trained and aware of the content of this policy.

Ensuring equal opportunities and non-discriminatory treatment in the workplace are a natural, integral part of all activities that take place within Genesis Property, and directors and managers are directly responsible for their implementation.

In order to create a work environment where everyone feels comfortable, Genesis Property promotes an atmosphere of tolerance, belonging, appreciation and mutual respect between employees, managers, customers, partners and other third parties (e.g., suppliers of services) with whom we do business. We recognize the great potential of diversity as a source of innovative ideas and inspiration, but also as an opportunity to experience new approaches, perspectives and different ways of thinking.

Active measures are a preventive way of working in the effort to combat discrimination within Genesis Property and to promote equal rights and opportunities for all people at risk of discrimination. Active measures involve continuous involvement in analyzing, acting, monitoring and evaluating potential situations of this kind.

The values of our companies have always included openness to change and innovation, to new ideas, different opinions and experiences. We are always striving to gain new knowledge and listen carefully to constantly learn from each other and continuously improve the services we offer.

### **Our principles**

- At Genesis Property, everyone is offered the same opportunities for employment, training, development and promotion within the limits of everyone's knowledge, desire and/or ability, regardless of gender, age, religion, ethnicity, disability or sexual orientation.
- We act to continuously promote equality and diversity in all areas and functions of Genesis Property companies.
- We prevent and counter any form of harassment or degrading treatment.
- People have different experiences, opinions and ways of expressing themselves – we want to make full use of the best and most valued qualities of all our employees.
- If job applicants have similar experience and competence, we will ensure gender balance within our operations so that we can help provide an attractive, positive and stimulating work environment; this approach applies to all levels and all jobs.
- Determining rewards of any kind, including wages, must not be based on gender, age, religion, ethnicity, disability or sexual orientation, but on performance and job-specific duties.
- We are committed to ensuring working conditions that are suitable for both women and men.
- Equally, for both women and men, we encourage maintaining an appropriate work-life balance.

Any suspicion of unfair treatment or discrimination must be brought to the attention of the superior manager immediately.

We want to preserve and value diversity in the Genesis Property culture. This is why our commitment to equal opportunities will continue to be obvious in our day-to-day practices and we are committed to creating, maintaining and promoting diversity within our workforce.

The content of this document is updated annually or whenever deemed necessary, based on the results obtained and the experience gained.