

Equality and Diversity Policy

Republikon Foundation is dedicated to encouraging a supportive and inclusive culture amongst the whole workplace. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all employees, job applicants, interns are given equal opportunity and that our organization is representative of all sections of society. Each employee and member will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favorable facilities or treatment on the grounds of age, caring responsibilities, disability, family situation, gender expression, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race including ethnic origin, color, nationality and national origin, religion or belief, sex, sexual orientation, socio-economic background, the effect of the menopause or trade union activity.

All employees and members, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When **Republikon** selects candidates for employment, promotion, training, or any other benefit, it will be based on their aptitude and ability.

All employees and member will be given help and encouragement to develop their full potential and utilize their unique talents. Therefore, the skills and resources of our organization will be fully utilized, and we will maximize the efficiency of our whole workforce.

Republikon Foundation commitments:

- To create an environment in which individual differences and the contributions of all team members are recognized and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equity in the workplace, which Republikon believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is always maintained.



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Republikon Foundation will inform all employees and members that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and job applicants.

The equality and diversity policy is full supported by senior management and has been agreed with the funders of the Foundation, former and actual legal representatives.

The policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

01.12.2023, Budapest

Gábor Horn

Chairman of Republikon Foundation