

**To whom it may concern**

Curno (BG), 6th February 2023

**EQUALITY, DIVERSITY AND INCLUSION CORPORATE POLICY**

Commitment to equality, diversity and inclusion is fundamental to the core values of our business; we are creating a high-performance company with a positive and supportive culture, where all staff feel empowered and respected.

Equality, diversity and inclusion require strong commitment and concerted action to build an inclusive environment where opportunities are open to all, diversity is valued and where everyone can reach their full potential without fear of harassment, prejudice or discrimination. Every person in our small company has a responsibility to make the company an inclusive environment where all members and visitors feel welcome and can be themselves.

Our work to incorporate equality, diversity and inclusion is anchored in the duties applied to protected features that require us to take due account of:

- Eliminate illegal discrimination, harassment and victimisation and other prohibited behaviour.
- Promote equal opportunities between people who share a protected feature and those who do not.
- Promote good relations between people who share a protected feature and those who do not.

It is a general expectation that all staff members, including external collaborators who can work on behalf of albremb Srl, will behave correctly and in an acceptable manner - treat others with courtesy, respect and consideration - and behave professionally when interacting with colleagues or staff from other companies. Unacceptable behaviour, including bullying, harassment and victimisation or discrimination - including but not limited to the protected features of equality laws - will not be tolerated and any allegations will be taken seriously and dealt with properly according to the relevant procedures.

The property makes every effort to comply with the Charter of Human Rights and to ensure that we can demonstrate compliance through the following actions:

- Removal or minimisation of disadvantages suffered by persons because of their protected characteristics

- Take measures to meet the needs of persons from protected groups where there are special needs other than those of other persons.
- Encouraging persons belonging to protected groups to participate in public life or other activities in which their participation is disproportionately low

Removing existing and potential barriers to inclusion is crucial to creating a workplace where people feel welcomed, valued and supported. Our institutional approach to decision-making (equality impact assessment) provides a framework for fully integrating decisions, policies or activities that may impact people.

[1] The obligation of equality covers protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

## **ALBREMB SRL**