

EMPLOYMENT EQUALITY AND NON-DISCRIMINATION POLICY - ED.01

The present Policy is applicable to all personnel working at Avante Quality Services S.L.

Any form of mistreatment, violence and segregation by workplace authorities towards staff, and between staff, in the following areas is strictly forbidden:

- Physical appearance
- Culture
- Disability
- Language
- Gender
- Gender
- Age
- Social, economic, health or legal status.
- Pregnancy
- Marital or conjugal status
- Religion
- Opinions
- Ethnic or national origin
- Sexual preferences
- -Migratorystatus

GENERAL PRINCIPLES

- I. We respect individual differences in culture, religion and ethnicity.
- II. We promote equal opportunities and development for all staff.
- III. In hiring processes, we seek to provide equal employment opportunities for all applicants without regard to race, colour, religion, gender, sexual orientation, marital status, national origin, disability, or any other status protected by federal, state or local law.
- IV. We foster a work environment of respect and equality, a caring atmosphere of open communication, and a workplace free from discrimination, sexual harassment, and other forms of intolerance and violence.
- V. We are committed to attracting, retaining and motivating our staff, and our workplace compensation and benefits system does not differentiate between employees performing functions of similar responsibility.
- VI. We respect and promote the right of people to achieve a balance in their lives; encouraging co-responsibility in the work, family and personal lives of our employees.

Signed: The Management
In Gijón on 1st May 2021



AVANTE
QUALITY SERVICES