



Equal opportunities charter

As people are the heart of our company; we respect, value and take care of them. Ontex is committed to the principle of equal opportunities for all employees.

Ontex recognizes that it is essential to provide equal opportunities to all employees on all aspects of employment, i.e. recruitment and selection, promotion, training or any other benefit; giving guidance and encouragement to employees at all levels to act fairly and prevent discrimination on the grounds of

- Gender
- Race
- Marital or civil partnership status
- Contract status
- Disability
- Age
- Sexual orientation
- Religious belief or political opinion

or any other status protected by laws or regulations in the locations we operate.

Decisions about all aspects of employment will be made objectively, on the basis of job requirements and the individual's ability and merit; without unlawful discrimination. This will help all workers of Ontex to develop their full potential. The talents and resources of the workforce will be utilized fully to maximize the efficiency of the organization. We recognize the great benefits in having a diverse workforce with different backgrounds, solely employed on ability.

Scope

This policy applies to all Ontex employees, self-employed contractors, consultants during their assignment at Ontex, trainees and temporary staff, and job applicants. All the aforementioned will be made aware of this policy and are to act in accordance.

Equality commitments

- (a) All selection of job applicants (internally and externally) will be thorough, conducted against defined criteria and will deal only with the applicant's suitability for the job. Where it is necessary to ask questions relating to personal circumstances, these will be related purely to job requirements and asked to all candidates.
- (b) All employees will be considered solely on their merits for career development and promotion with equal opportunities for all.
- (c) Employees will be provided with appropriate training regardless of any of the discrimination grounds mentioned above.