



GENDER EQUALITY AND INCLUSION POLICY

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GENDER EQUALITY AND INCLUSION POLICY

The purpose of this policy is to establish a clear vision, direction, common language and consistent message to operationalise and communicate our commitment to the promotion of gender equality, and inclusion for all of our staff, at all levels.

Gender inequality and inclusion include identities such as race, class, ethnicity, ability, language, sexual orientation, and gender identity, among others. We recognise that individuals have multiple identities that shape their experiences.

Gender inequality intensifies the negative effects of all other forms of exclusion and as a result, exclusion is different and often worse for women and people who differ from cultural templates. They often face the most significant barriers to exercising their rights among excluded groups, which is why gender equality remains a distinct priority for our work.

We confront and challenge discrimination and human rights violations based on gender, including gender-based violence, and other forms of exclusion. We also challenge stereotyping and unequal power relations between women and men to promote gender equality and inclusion. We foster an organisational culture that embraces and exemplifies our commitment to gender equality and inclusion, while supporting staff to adopt good practice, positive attitudes and principles of gender equality and inclusion.

All of our staff members, regardless of function or location, are responsible for the implementation of the requirements outlined in this policy. These requirements are reflected in recruitment processes, job descriptions and performance reviews of staff at all levels and in the way we hold each other to account.

Managing Board President

Mario Pavic