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## HUMAN RIGHTS STRATEGY AND GENDER EQUALITY POLICY

On July 28, 2022, the United Nations (UN) General Assembly approved a resolution affirming that every human has the right to access a clean, healthy, and sustainable environment. BENOLI Tech is a company that takes a high interest in respecting human rights and providing a work environment that allows these rights to be protected.

Our main focus is on:



In addition to our Code of ethics policy, BENOLI Tech advocates for a working and living environment which is free of any form of harassment or discrimination on the grounds protected under Part I – Freedom of Discrimination detailed under the following sections:

### **Accommodation**

2.(1) Every person has a right to equal treatment with respect to the occupancy of accommodation, without discrimination because of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability or the receipt of public assistance.

### **Harassment in accommodation**

(2) Every person who occupies accommodation has a right to freedom from harassment by the landlord or agent of the landlord or by an occupant of the same building because of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability or the receipt of public assistance.

### **Employment**

5. (1) Every person has a right to equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability or the receipt of public assistance.

Harassment in employment



## **Human Rights and Gender Equality Policy**

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(2) Every person who is an employee has a right to freedom from harassment in the workplace or agent of the employer or by another employee because of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability, or the receipt of public assistance.

### **Work-life balance**

The hours to be worked are agreed upon together with the employee during the hiring process and in any case comply with the Working Hours Act. Seasonal peaks in work may require that the number of hours worked be increased. These additional working hours on a voluntary basis are either remunerated to the employee or he/she is given the opportunity to compensate for them in a timely manner, after the order volume has been reduced, by means of compensatory time. Flexible working hours to support a balance between work and private life are in place across all departments. Sufficient rest time for regeneration between workdays is ensured via core working hours. In addition, weekends are generally considered non-working time, but can still be used to reduce high order volumes at the express request of the employee. This additional working time on days off is recorded and remunerated as overtime.

### **Gender balance in decision making and leadership**

BENOLI Tech's organizational culture encourages leadership to be shown by all employees, irrespective of their gender or any other discriminatory attribute. Women are encouraged to express their opinion and to take part in the decision making process, wherever applicable.

Personnel data regarding gender is analyzed annually in our Sustainability Report and measures are taken at organizational level in case risks are discovered.

### **HARASSMENT**

Harassment means improper comment or conduct that a person knows or ought to know would be unwelcome, offensive, embarrassing, or hurtful.

Staff and tenants:

- Must not exert or attempt to exert undue or inappropriate influence on staff or tenants or behave in a manner that may reasonably be perceived as intimidating or threatening.
- Must not influence outcomes with threats, bribes, or inducements.
- Must NOT behave in an abusive way towards other staff and tenants. For example:
  - NRH Notice 10-07 Appendix C Page 2 of 2 - initiating or spreading hurtful rumors,
  - swearing at someone (includes obscene language, name calling, hand gestures),
  - using insulting behavior (includes both words and gestures),
  - electronic or physical display of pornography,
  - making physical threats,
  - assaulting someone physically or sexually,
  - creating unwanted sexual attention,
  - making threatening gestures or remarks



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### **DISCRIMINATION**

Discrimination is any practice of behavior, whether intentional or not, which has a negative effect on an individual or group based on prohibited grounds (for example, disability, gender, race, receipt of public assistance, sexual orientation) unrelated to the person's abilities or objective considerations relating to the decision that is to be made. Discrimination may arise as a result of direct or differential treatment or it may arise from the unequal treatment effect of treating individuals or groups in the same way.

Staff and tenants:

- Must respect the dignity and rights of all staff and tenants,
- Solicit input from all language groups represented within both staff and tenants,
- Hold staff meetings and tenant meetings in locations that are accessible to staff and tenants with disabilities and where facilities permit,
- Accommodating interpreters and staff and tenants who rely on them with appropriate seating arrangements and pacing of communication.

### **VIOLATION OF THE HUMAN RIGHTS POLICY**

(a) Reporting Violations of the Human Rights Policy

It is the responsibility of everyone to ensure that standards of conduct are implemented and maintained, and to seek remedies when standards are violated using established channels.

### **CONTACT PERSON AND COMPLIANCE OFFICER**

Alex Negoita-Tiu

Email: alex.negoita@benolitech.com

(b) Consequences

Violation may result in either the dismissal of staff or eviction proceedings against a tenant. In certain circumstances, violators of the Human Rights Policy may also be violators of legislation which could result in other sanctions as dictated by law.