

Gender, Equality, Diversity and Inclusion Policy of the Foundation for Freedom

The Foundation for Freedom works to integrate and improve the situation of refugees, migrants, women and other groups at risk of exclusion. In addition to our work on gender equality in our programs, we are committed to promoting gender equality, diversity and inclusion in the workplace. Our goal is to ensure equality and fairness for all employees regardless of age, disability, gender, gender identity, sexual orientation, family situation, health, socio-economic status, race, ethnicity, skin color, nationality or religion.

The Foundation is committed to creating a fair and inclusive workplace that respects working people and fosters a sense of belonging to a team without fear of discrimination.

At the same time, the Foundation recognizes that applying the equality policy creates a friendly work environment that enables better quality of services provided by the Foundation and helps maximize the potential and talents of all employees.

Principles and Pledges:

1) Gender equality:

According to the United Nations, gender equality refers to "the equal rights, responsibilities and opportunities of women and men and girls and boys." This is a key condition for the sustainable development of society and can only be achieved with the involvement of people of both sexes in every aspect of professional and private life. Therefore, the same development opportunities should be available to every person, regardless of gender and any other personal characteristics.

The Foundation strives to ensure gender equality by ensuring equal opportunities and equal treatment of women and men in all aspects of its activities. The Foundation opposes all forms of gender discrimination and ensures that every employee has equal opportunities for development. The Foundation creates a favorable environment and takes care of support for pregnant staff or on parental leave, regardless of the person's age, gender or marital status.

2) Diversity:

a) cultural diversity

The Foundation appreciates cultural diversity, as additional value, among employees and takes it into account when making decisions in the recruitment process. The Foundation works to promote respect and tolerance towards different cultures and to ensure that every employee is treated with respect and dignity.

b) linguistic diversity

The Foundation appreciates the linguistic diversity of its employees and strives to ensure that each of them has access to information in the language they use. The

Foundation provides translation of documents, training and other forms of support into various languages.

c) religious diversity

The Foundation respects the religious diversity of its employees and operates in a manner that takes these differences into account. The Foundation ensures that each employed person has access to the freedom to believe and practice their religion.

d) ethnic diversity

The Foundation supports ethnic diversity among employees and operates in a manner that takes these differences into account. The Foundation ensures that each employee is treated with respect and dignity, regardless of ethnic origin.

3) Integration

a) accessibility

The Foundation ensures that each employed person has equal access to information about their rights and opportunities.

b) Inclusion

The Foundation ensures that all employees have equal opportunities to engage in the Foundation's new programs. The Foundation supports a culture of non-discrimination by regularly evaluating and monitoring the behavior of all employees in order to receive regular feedback in order to ensure the implementation of this policy and thereby, in the Foundation's belief, improve employment relations. The Foundation ensures bias-free recruitment, clear rules of remuneration, division of labor, introduction of new employees and promotions.

The Foundation has and applies in its activities a standard operating procedure for reporting cases of discrimination and other violations by employees, about which all persons employed in the Foundation are informed.

The Foundation has zero tolerance for any form of violations of this policy intimidation, including bullying and harassment of the employees.