

Equal Opportunity Policy

The Company for Funds Transfer and Settlement TRANSFOND S.A. shall ensure, constantly and systematically, by its human resources policy, the promotion of the equal opportunity principle, by removing any discrimination based on certain gender criteria, sexual orientation, genetic characteristics, age, national affiliation, race, colour, ethnicity, religion, convictions, political option, social origin, disabilities, condition, family responsibility as well as any other criteria that has the purpose or effect the limitation, removal of the recognition, use or exercise, in equal conditions, of the human rights and fundamental freedom or of the law recognized rights, in the political, economic, social and cultural field or in any other areas of public life.

By its activity, TRANSFOND S.A. shall constantly promote equal opportunity and equal and non-discriminatory treatment for all, both at the development of its team of specialists by recruitment, as well in the selection of the participants in information, counselling, courses and other professional trainings.

By equal opportunity the company understands to treat people correctly and without prejudice, but also to create conditions that encourage, appreciate the diversity and to promote the dignity in the working environment and within the company. Moreover, equal opportunity implies the correction of the past imbalances and the certainty that the relationships with partners and client derive in a constructive manner supporting the inclusion and avoiding the unjustified discriminations.

TRANSFOND S.A. supports the diversity by creating a welcoming environment and practices that are beneficial both to the organization as well as to the people working with and within it. The company considers the fact that people are different from one another in various ways. The understanding, the appreciation and management of these differences may result in a greater participation that could influence the success at individual, team and organizational level.

Ensuring equal opportunity within TRANSFOND S.A.

The equal opportunity from the point of view of the age, ethnicity or other differentiation factors among people are ensured by the non-limitation of participation in the recruitment, and after this stage, in the activities generated by the work carried out within the company, without using other criteria then those related to the professional training and expertise, as well as the compliance with any legal provisions relevant in the field (citizenship, for instance).

The equal opportunity between men and women is ensured by the participation of both women and men in the management teams of development projects, the only criteria of selection being professional training and expertise in the field. The same principle shall be complied with also when establishing the participant target group to the remaining company activities. Equality between women and men shall take into account the following:

- encouragement of the increase in the employment rates both for men and women;

- elimination, if applicable, of the income differences for the same value work, between women and men;
- equality in economic life;
- equal participation in the decision-making process;
- equality in social life;
- equality in civil life;
- changing of traditional roles and overcoming of the gender stereotypes.

The equal opportunity from the religious point of view is ensured by the fact that profession shall not be conditioned by the affiliation to a certain religion or confession, the religious rights for each employee being respected.

The company's activity takes into account the equal opportunity principle, complying with the **Romanian Constitution, The National Strategy for Equality of Chance between Women and Men, Law no. 202/2002** republished, on the equal opportunity between women and men, as well as:

- **Directive 75/11/CE** concerning the application of the remuneration equality principle for men and women,
- **Directive 76/207/CE** concerning the principle of equal treatment between women and men regarding their access to employment, professional training and promotion as well as regarding the work conditions,
- **Directive 78/2000/CE** concerning the equal chances in the employment field and in other aspects of the daily life.
- **Directive 43/2000/CE** concerning the equal treatment of persons of racial or ethnic origin.