



SIPEF EQUAL EMPLOYMENT OPPORTUNITY POLICY

SIPEF is committed to a non-discriminatory workplace and will abide by the relevant Anti-discrimination and Equal Employment laws and regulations of the countries where it operates.

1. SIPEF is not discriminating against anyone during recruitment or in the performance of its business operations.
2. The company recruitment selection process is based on merit, so all applicants with the desired qualification and experience will be considered for the open position. The successful applicant will be the person who best meets the specific requirements of the position offered.
3. Promotions, but also sanctions, are handled on the same basis of non-discrimination.
4. Non-compliance with this policy will result in disciplinary action and might also result in legal action.
5. This Policy applies to all Companies under the Management of SIPEF.