

CHARITABLE ORGANIZATION SPANBOND CHARITABLE FOUNDATION

Annex 1 to Order No. 6-org
dated 1 May 2026

APPROVED BY:

(signature / seal)
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CEO of the Foundation CO SPANBOND CF



GENDER EQUALITY AND ANTI-DISCRIMINATION POLICY OF THE CHARITABLE ORGANIZATION SPANBOND CHARITABLE FOUNDATION

1. INTRODUCTION

The CHARITABLE ORGANIZATION SPANBOND CHARITABLE FOUNDATION (hereinafter referred to as “SPANBOND”) has developed this Gender Equality and Anti-Discrimination Policy (hereinafter referred to as the “Policy”) to define the values and standards to be observed by employees and other persons associated with SPANBOND, to protect personnel and stakeholders against all forms of discrimination, and to improve the working environment within SPANBOND through positive action.

SPANBOND and all its employees undertake to promote gender equality and prevent all forms of discrimination on the grounds of sex, gender, sexual orientation, gender identity, gender expression, national origin, ethnic origin, native language, disability, age, class, religious or ethnic affiliation, marital status, citizenship, genetic information, pregnancy status, health status or any other characteristic protected by law in all areas of their activities.

2. PURPOSE OF THE POLICY

The purpose of this Policy is to achieve gender equality and eliminate discrimination in the SPANBOND workplace. This Policy establishes SPANBOND’s commitment to promoting gender equality and supporting the development of solutions and actions by SPANBOND’s management, employees, members, project partners, contractors, suppliers, interns, visitors and stakeholders in favour of gender equality and non-discrimination.

This Policy is intended to contribute to the development of a culture of inclusion and gender equality in the life and activities of SPANBOND.

SPANBOND applies a zero-tolerance policy towards discrimination. We believe that every person must be treated equally, regardless of sex, gender, sexual orientation, gender identity, gender expression, national origin, native language, religion, age, disability, marital status, citizenship, genetic information, pregnancy status or any other characteristic protected by law.

SPANBOND employees are responsible for complying with this Policy, maintaining high standards of professional conduct in the workplace and respecting and treating others fairly.

SPANBOND is an equal opportunity employer. SPANBOND does not discriminate and takes measures to prevent discrimination in employment, recruitment, job advertisements, remuneration, dismissal, professional development and career advancement.

3. OBJECTIVES OF THE POLICY

The objectives of this Policy are to:

- counteract and prevent all forms of discrimination in SPANBOND’s activities, programmes and decisions by establishing mandatory procedural requirements for monitoring and implementing this Policy;

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- promote equal participation in SPANBOND's activities;
- participate in programmes and initiatives aimed at reducing gender inequality and discrimination;
- promote these objectives within SPANBOND's public communications in a manner that reflects SPANBOND's values;
- ensure equal opportunities and rights for all persons and stakeholders engaged with SPANBOND, regardless of their gender.

4. TERMS AND DEFINITIONS

Ableism means beliefs or practices based on the assumption that being a person without a disability is the "norm" and that other conditions require "correction" or change. Ableism may result in the exclusion of or discrimination against persons with physical, intellectual or mental disabilities.

Ageism means the stereotyping of and discrimination against individuals or groups on the basis of their age. It includes a set of beliefs, attitudes, norms and values that justify age-based prejudice, discrimination and subordination.

Accessibility means the extent to which the functions of a system, service or environment are available to the greatest possible number of people. Accessible design provides both direct access, without third-party assistance, and indirect access through assistive technologies.

Discrimination means a situation in which one person is placed in a less favourable position on the grounds of sex or gender, age, nationality, race, ethnic origin, religion or spiritual beliefs, health status, disability, sexual orientation or gender identity, compared with another person.

Direct Discrimination means a situation in which one person is treated less favourably than another person is, has been or would be treated in a comparable situation on the grounds of sex, gender, sexual orientation, gender identity, gender expression, national origin, native language, religion, age, disability, marital status, citizenship, genetic information, pregnancy or any other characteristic protected by law.

Indirect Discrimination means a situation in which an apparently neutral provision, criterion or practice places a particular group of persons at a disadvantage, unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate, necessary and clearly defined.

Gender means a social and cultural construct. Gender roles and other attributes change over time and vary across different cultural contexts.

Gender Equity means the process of treating people fairly.

Gender Equality means equality in status, rights and opportunities, as well as equal treatment regardless of sex or gender identity. Gender equality is widely recognised as a fundamental human right and a prerequisite for development, poverty reduction and the promotion of sustainable development.

Gender Expression means the manner in which a person expresses their gender to others through external means such as clothing, appearance or behaviour.

Gender Identity means each person's deeply felt internal and individual experience of gender, which may or may not correspond to the sex assigned at birth.

Gender-Neutral means any concept, entity or style of language that is not associated with male or female gender.

Harassment means any unwanted physical or verbal conduct, including conduct of a suggestive nature, that causes a person to feel uncomfortable, humiliated or distressed.

Inclusion means the genuine participation of persons and groups who have traditionally been excluded in processes, activities and decision-making or policy development in a manner that shares power.

Intersectional Approach means the recognition of systemic discrimination arising from the interaction of sexual orientation and identity, sex and gender identity, race, economic status, immigration status, national origin and ability.

Non-Binary means persons who do not identify within the gender binary, which is the simplified concept that only two genders exist: male and female.

Racism means any distinction, exclusion, restriction or preference based on race, skin colour, descent or national or ethnic origin that has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal basis, of human rights.

Sexual Orientation means emotional, romantic or sexual attraction to other people, or the absence of such attraction.

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5. SPANBOND VALUES

Through this Policy, SPANBOND declares the following values:

- SPANBOND seeks to actively change policies, behaviour and beliefs that perpetuate racist ideas and practices;
- SPANBOND opposes prejudice and bias against persons with any form of disability;
- SPANBOND counters stereotypes and discrimination against individuals or groups on the grounds of age;
- SPANBOND supports equal treatment and equal opportunities for people regardless of their sexual orientation or gender identity.

6. AREAS OF SPANBOND'S ACTIVITIES

AREA OF ACTIVITY No. 1 — ORGANISATIONAL CULTURE AND COMBATING STEREOTYPES

SPANBOND promotes and encourages a safe, equal and discrimination-free working environment.

SPANBOND seeks to strengthen a shared culture of equal opportunities by increasing diversity and supporting all employees equally.

To prevent discrimination, SPANBOND takes the following proactive measures:

conducting an anonymous annual survey to monitor and assess the implementation of the Gender Equality and Anti-Discrimination Policy and reviewing this Policy annually;

providing employees with training on gender equality and anti-discrimination;

providing a direct and unhindered mechanism for reporting discrimination within the workplace or by persons with whom SPANBOND interacts, without fear of possible harassment or retaliation.'

SPANBOND applies zero tolerance to all forms of sexual exploitation, sexual violence and sexual harassment. Sexual harassment in the workplace means conduct that threatens the physical, emotional or financial security of any person in the workplace. SPANBOND seeks to address such matters in a gender-neutral manner.

To improve inclusion within SPANBOND, employees must recognise and acknowledge differences and understand the value of diversity. SPANBOND communicates this information to employees through gender equality training. Inclusion is the principle of providing all people with equal access to opportunities and resources. Efforts to promote inclusion in the workplace can help groups traditionally marginalised on the grounds of gender, race or disability feel equal among their colleagues.

An important element of SPANBOND's inclusion is the accommodation of workplaces for persons with disabilities or additional needs. Where accommodation is required for persons with disabilities, SPANBOND selects a place of work that provides barrier-free access, including architectural accessibility, adapted sanitary facilities and appropriately equipped workstations. Where necessary, SPANBOND may apply to public authorities for funding to arrange such workplaces.

AREA OF ACTIVITY No. 2 — RECRUITMENT AND CAREER DEVELOPMENT

SPANBOND does not permit discrimination in recruitment, employment or engagement of subcontractors on the grounds of race, religion, age, skin colour, disability, sexual orientation, gender identity or expression, national or ethnic origin or political affiliation.

SPANBOND follows a diverse recruitment strategy by ensuring equal access to the organisation and creating a more inclusive workplace, while providing equal opportunities to all employees.

Job advertisements shall include:

- the use of inclusive language, avoiding gender-biased, ageist and ableist wording;
- the development of new job advertisement templates designed to appeal to a broad range of candidates.

The recruitment process shall include:

- requiring managers to retain detailed documentation of decisions made during the recruitment of team members and candidates;
- implementing structured interviews based exclusively on candidates' professional skills, knowledge and abilities;
- conducting workshops and developing guidance to raise awareness and provide tools for addressing unconscious bias in recruitment and other processes.

Remuneration:

Equal pay for equal work is a fundamental principle of SPANBOND.

SPANBOND prohibits gender-based pay discrimination between employees performing work that requires substantially equal skills, effort and responsibility under comparable working conditions.

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Career development:

SPANBOND provides opportunities for promotion, training, transfer and other forms of career development without unlawful discrimination, including development opportunities that may lead to permanent promotion.

To create a diverse and inclusive workplace in which every person can develop professionally, one-dimensional perceptions of people must be avoided, and the additional value they bring to SPANBOND's activities must be recognised.

Training shall be provided to employees in managerial positions to inform them and raise awareness of unconscious biases that may undermine decision-making and career development processes.

Work-life balance:

promoting a better work-life balance by reconciling professional and personal responsibilities;

supporting a balance between work and parental and/or caregiving responsibilities;

providing access to remote work;

granting parental leave to biological and adoptive parents and to other parental figures. These rights extend to gender-diverse parents, single parents and same-sex partners with children who have official status as parents or guardians under the applicable legislation of Ukraine.

AREA OF ACTIVITY No. 3 — MEDIA

Communication and Dissemination

People who do not feel represented in SPANBOND's communication materials may believe that its communication and outreach strategy does not concern them. It is therefore important to represent the full range of society while challenging stereotypes relating to gender and other characteristics.

SPANBOND adopts gender-equitable and anti-discriminatory institutional and administrative language through:

the use of gender-neutral and anti-discriminatory forms in databases, surveys and attendance lists, where possible and where statistical assessment or monitoring is not required.

AREA OF ACTIVITY No. 4 — PARTNERS, BENEFICIARIES AND SUPPLIERS

This area explains how the organisation seeks to eliminate gender imbalance and discrimination in its external relations. Partners, suppliers and beneficiaries must share SPANBOND's principles concerning gender equality and anti-discrimination.

This Policy shall be published on the SPANBOND website to familiarise suppliers, partners and beneficiaries with its provisions and to facilitate their interaction with SPANBOND regarding the prevention of discrimination and compliance with the principles and key provisions set out in this Policy.

Any complaints or concerns relating to online or offline activities may be reported to SPANBOND anonymously or with the complainant's identity disclosed.

Any violation of this Policy and/or discriminatory conduct by a partner, beneficiary or supplier may be reported anonymously.

Where a violation occurs during an event, the chairperson or facilitator of the meeting or event shall:

1. immediately suspend the session and ensure that the venue is safe for all participants;
2. where necessary and possible under the legislation of Ukraine, call the police;
3. remove from the event the participant who has violated the provisions of this Policy.

Relations with Suppliers

Measures to be taken:

Where a supplier commits a violation, the reporting and response procedure shall apply, including the early termination of the relationship and termination of the relevant agreement.

Relations with Beneficiaries

Measures to be taken:

A survey shall be conducted after each event to monitor and assess the matters covered by this Policy, provided that the events are conducted for individual beneficiaries rather than representatives of organisations or institutions. The survey form is provided in Annex 2.

In the event of a violation, any complaint may be submitted anonymously for review and response.

ANNEXES:

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Annex 1: Survey Form for Beneficiaries of the CHARITABLE ORGANIZATION SPANBOND CHARITABLE FOUNDATION

BENEFICIARY SURVEY

1. In your opinion, were the objectives and tasks of the event achieved? (Circle the appropriate number) 1 Definitely not 2 Probably not 3 Possibly 4 Probably yes 5 Definitely yes	2. Overall, how would you rate the event? (Circle the appropriate number) 1 Excellent 2 Very good 3 Good 4 Satisfactory 5 Poor	3. How well was the event organised? 1 Extremely well organised 2 Very well organised 3 Fairly well organised 4 Poorly organised 5 Not organised at all
4. How would you rate the event facilitator? (Circle the appropriate number) 1 Excellent 2 Very good 3 Good 4 Satisfactory 5 Poor	5. How would you rate the event materials? (Circle the appropriate number) 1 Excellent 2 Very good 3 Good 4 Satisfactory 5 Poor	6. Did you find the event useful? (Circle the appropriate number) 1 Definitely not 2 Probably not 3 Possibly 4 Probably yes 5 Definitely yes
7. Did you feel respected and valued? (Circle your answer) Yes No	8. In your opinion, did the event directly or indirectly promote the values of gender equality and anti-discrimination? (Circle your answer) Yes No	9. Would you recommend this event to others? (Circle your answer) Yes No
10. What did you like most about the event?	11. Was there anything unnecessary or anything you did not like?	12. In the event of a negative response, please provide further details:
13. Is there anything else you would like to share regarding the event?		