

Diversity and Non-Discrimination Policy

EOS Matrix, as a socially responsible organization, makes its contribution to encouraging all forms of diversity, not only within our organization, but also in society where we want to achieve a positive effect. This is precisely why, through this document, the Diversity and Non-Discrimination Policy, by defining our goals and responsibilities, we commit to nurture and promote the values of an inclusive and diverse environment.

Diversity for EOS Matrix represents diversity according to ethnicity or nationality, gender, sex, age, function, competencies, language, religion, lifestyle, culture, intellectual and other abilities of our employees, as well as other stakeholders. Diversity management is our desire and voluntary effort to recognize and include our stakeholders with different characteristics and sensitive groups in order to contribute to the fight against all forms of discrimination. The purpose of this Policy is to create an environment where the individual differences of all employees, our users and partners are recognized and appreciated. Our intention is to create a work environment that promotes everyone's dignity and respect.

EOS Matrix is a signatory to the Diversity Charter, a voluntary initiative initiated by the European Commission, which supports the application of the principles of diversity and non-discrimination as fundamental values of modern society.

This Diversity and Non-Discrimination Policy, in addition to representing the positive practice of our company and our commitment to the development of the community in which we operate, is also based on the legal regulations of Croatian legislation (the Labor Act and the Anti-Discrimination Act), the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Global Compact initiative of the United Nations for the introduction of socially responsible business, the Guiding Principles of the United Nations on Business and Human Rights with incorporated general principles of respect for human rights, as well as on many existing internal acts of EOS Matrix, such as the Labor Regulations and the Code of Conduct.

Guiding principles of the Policy

Acceptance and encouragement of diversity and non-discrimination as key values for EOS Matrix takes place through segments of organizational culture, management, through employees and through business relations with our users, partners and other stakeholders.

With this document, EOS Matrix undertakes to:

- value and empower employees for contributing to the continuous improvement of the working environment and business by encouraging the integration of employees of all profiles, regardless of their gender and sexual orientation, racial or ethnic origin, religion or belief, age, physical disability, lifestyle or any other individual factor

- develop the skills and competencies of management staff and employees responsible for recruitment, training and career development on the importance of diversity and on the application of the Policy
- respect and encourage diversity of opinions and attitudes within the company, but also through communication and sustainable relations with our users and partners
- develop awareness and educate employees of the Company about the Policy
- apply and encourage the application of the Policy towards all stakeholders of the Company
- actively monitor the implementation of the Policy and Action Plan, create new activities and initiatives in accordance with the progress report on policy implementation

Action Plan

The Action Plan is an integral part of the Diversity and Non-Discrimination Policy and shows in detail the measures and objectives of the Policy in a certain period. The Management Board checks the results of the implementation of the Action Plan once a year.

Roles and responsibilities

For EOS Matrix, all employees have an important role in creating an environment that values diversity and non-discrimination on any basis. The company's intention is to plan and systematically contribute to the application of the principle of diversity in the workplace, but also through external communication and business relations with partners. Our goal is to maintain a desirable work environment, that is, an organizational culture that reflects and respects all our stakeholders.

That is why all employees are responsible for supporting and creating a quality organizational culture of EOS, which includes a commitment to diversity management and non-discrimination in the workplace.

Managers are responsible for respecting, nurturing and using diversity while working to maximize the business and social performance of EOS Matrix.

The Human Resources Department is responsible for maintaining and regularly updating the human resources database and provides input for reports that are the basis for setting measurable goals, monitoring progress and reporting on diversity, non-discrimination and equal opportunities.

The Marketing and Communications Department is responsible for internal and external communication of the implementation of the Policy and Action Plan.

The Management Board is responsible for developing measurable goals and strategies for achieving the Policy's goals and monitoring the progress of measurable goals through monitoring, evaluation and reporting mechanisms.

Measurement and evaluation

Once a year, the authorized person or team responsible for the implementation of the Policy will:

- assess the effectiveness of the implementation of the measurable goals of the Policy and Action Plan in the previous year
- if necessary, provide recommendations on changing measurable goals, roles and responsibilities, measures and methods of implementing the Policy in accordance with the results achieved
- if necessary, propose revision of the Action Plan
- monitor and verify compliance of the guiding principles, Policy and goals with all relevant legal requirements in the context of diversity and non-discrimination in order to continuously maintain best practice with the existing legal regulations.

Based on the results of this assessment, the Management Board will adopt a decision on the revision of existing documents.

Reporting on progress

EOS Matrix's Diversity and Non-Discrimination Policy is available on the company's website to all stakeholders and interested audience.

Once a year, the Management Board will check the progress of the achievement of measurable goals and, if necessary, report on the necessary changes within the Policy and Action Plan.

Eos Matrix d.o.o.