

HR non discrimination policy

APINTECH policy for HR is defined by two words: **merit and fitness**; as they can be objectively documented and subjectively assessed.

To this extent, any **HR related decision that is driven by sex, race, location, colour, sexual preferences, etc. is considered as discriminatory and is strictly forbidden.**

APINTECH **will withdraw from any setting where discrimination of any of the above types is present.** In such a case the the exact circumstances should be brought to the attention of POLIS-21 directors and a decision, compliant with the document, will be promptly taken.

Similarly, **all HR of APINTECH, of the three types defined in the remuneration policy document, are treated as equal members of our human ecosystem** and, as a matter of principle, no discrimination as to rights and obligations shall ever apply.

APINTECH **will withdraw from any setting which for any reason would consider the members of our staff in a discriminatory way and would violate the equity rule that underlines our policy.**

No group company, including APINTECH shall, under any condition, contract external labour resources in the areas of ICT, Energy and creative services, unless the unlikely situation occurs that they cannot be sourced internally within the group.

Affirmative action

APINTECH staunchly rejects affirmative action as an instance of reverse discrimination. It will stay clear and not engage on policies favouring any human identity over another.

However, **APINTECH will not withdraw from settings that may favour this practice, provided it will not be attempted to be enforced on it.**