

Equality, Diversity and Inclusion Policy

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to perform to the best of their ability.

The organisation – in providing products and/or services is also committed against unlawful discrimination of customers or the public. As such SEA will:

- Provide equality, fairness and respect for all in our employment, whether full-time, part-time, or temporary
- According to national law to not unlawfully discriminate due to:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including color, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes in:
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities

The equality, diversity and inclusion policy is fully supported by senior management who commit to monitor how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking immediate action to address any issues.

A handwritten signature in black ink, appearing to read 'Micek'.

Martin Micek
Managing Director
SEA Enterprises a.s.

10 March 2025