

ANTI-DISCRIMINATION and EQUAL OPPORTUNITIES POLICY

SEA Enterprises a.s. is committed to promoting equal opportunities in employment and to providing a working environment that is free from discrimination, harassment, and victimization. This policy applies to all aspects of employment, including recruitment, training, promotion, pay, work conditions, and termination of employment. The aim of this policy is to ensure that all employees and job applicants are treated fairly and with respect, and that employment decisions are based on merit and ability.

- SEA is committed to equal opportunities and will not discriminate on the grounds of race, color, nationality, ethnic or national origin, gender, marital status, sexual orientation, disability, age, religion or belief, political belief or membership, or trade union membership.
- SEA will take positive steps to ensure that individuals are treated equally and not disadvantaged by conditions or requirements which cannot be shown to be justifiable.
- SEA will monitor its employment practices to ensure that it complies with its equal opportunities policy and to identify and remove any barriers to equal opportunities.
- Encouraging employees to raise any concerns or issues they have with regard to equal opportunities.
- SEA will ensure that all employees are aware of the equal opportunities policy and are expected to comply with it in their daily working lives.
- SEA will ensure that any allegations of discrimination, harassment or victimization are taken seriously and will be dealt with promptly and fairly in accordance with the company's grievance procedure.

SEA is committed to promoting equal opportunities in employment and creating a working environment that is free from discrimination, harassment and victimization; so that that all employees are treated fairly and with respect, and that employment decisions are based on merit and ability.



Frantisek Plachy
Managing Director
SEA Enterprises a.s.