

Diversity and Gender Equality Plan

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Purpose

PMC Research Center is a team of highly experienced professionals; a network of institutional development and project management, research-based economic and social policy experts, and engineers. We highly appreciate the valuable work and unique knowledge of our staff members, experts and consultants that supports us to deliver high-quality outcomes and to bring real value to all project stakeholders.

PMC Research Center is committed to create an inclusive working environment at all levels, give equal opportunity to all employees and job applicants. The company promotes positive and supportive culture and eliminates discrimination among the workforce.

The company values diversity, every individual and through this policy aims to protect those who may face inequality or harassment due to any kind of discrimination.

Equality is fully incorporated in all PMC Research Center’s work as a universal human right.

Scope

This policy reinforces our commitment to provide equality and fairness to all in our employment and will not be biased on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, nationality, religion or belief, sex and sexual orientation.

We are opposed to all forms of unlawful and unfair discrimination.

Principles

All employees, irrespective of their gender, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. They will be given support and encouragement to develop their full potential.

When selecting candidates for employment, promotion, training, or anything of this nature, will be based on their own merits and abilities and it will not be affected by any prejudice.

PMC Research Center commits:

- To promote equality in the workplace, create an environment in which individual differences and contributions of all team members are recognized and valued.
- To encourage employees, treat everyone with dignity and respect, and not tolerate any form of bullying, or harassment.
- To conduct all recruitment aspects in a fair and transparent manner and subject to open competition whether internal or external.
- To make training, development, promotion, and payment opportunities available to all staff equally.
- To inform all employees and newcomers during on-boarding that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so PMC Research Center can apply proper actions.

Duty to comply

It is the responsibility of each Representative of the Company to fully comply with this Policy. Failure to comply may be subject to disciplinary action including contract termination, contract non-renewal or other appropriate action.

Reporting

Representatives are required to report violations of this Policy to designated Integrity Manager or through the Company's Whistle-blower mechanism.

As an alternative, staff members and PMC Research Center experts may raise their concerns with the General Director or Executive Director.

Any actions of retaliation against the Whistle-blower (if proven true) will be addressed accordingly. The provision of various types of compensation for damages caused by retaliation or connected actions will be taken into consideration.