

ERINHA AISBL non-discrimination and equal opportunity policy

ERINHA AISBL strives to act in accordance with the best practices in the area of non-discrimination and equal opportunity. It does not and shall not discriminate on the basis of age, religion, ethnic or national origin, culture, social status, marital status, gender, gender expression, sexual orientation or health status, in any of its activities or operations. It is committed to providing an inclusive and welcoming environment for all. ERINHA AISBL is an equal opportunity employer. It will not discriminate in employment, recruitment, and advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment. As a signatory, it fully adheres to the United Nation's [Women's Empowerment Principles](#) (based on UN General Assembly 1979, article 1), summarised as follow:

All persons are equal before the law and are entitled without any discrimination to the equal protection of the law. Companies have a minimum obligation to respect human rights, which includes non-discrimination. Equal Opportunity is the principle of ensuring non-discrimination in all aspects of employment. Discrimination against women shall mean "any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." In the context of this disclosure, an 'incident' refers to a legal action or complaint registered with the reporting organization or competent authorities through a formal process, or an instance of non-compliance identified by the organization through established procedures. Established procedures to identify instances of noncompliance can include management system audits, formal monitoring programs, or grievance mechanisms. An incident is no longer subject to action if it is resolved, the case is completed, or no further action is required by the organization.

ERINHA AISBL informs all employees of its non-discrimination and equal opportunity policy and expects and requires all staff to act in accordance with these principles. All employees are equally informed of the confidential grievance and resolution mechanisms that exist in the case of violation of these policies.

ERINHA AISBL will collect and analyse sex-disaggregated data on any incidents of discrimination (related to sex/gender) and the corrective actions taken. This information will be shared with the ERINHA AISBL Executive Board as part of the Annual Report.