

# EQUAL OPPORTUNITIES AND ANTI-DISCRIMINATION POLICY

<b>Policy Owner:</b>	Global Head of People and Internal Communications
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## 01. Purpose

Yondr is an equal opportunity employer. We make sure that opportunities for employment and promotion are conducted in an equitable manner that enables us to deliver 'tomorrow without constraints'.

Yondr is committed to complying with applicable laws, rules and regulations governing non-discrimination and equal opportunities wherever it does business. Yondr will support managers to uphold the commitments we make in relation to equality, diversity and inclusion.

Yondr is committed to diversity and inclusion and fosters an inclusive workplace where all staff members are valued and have the ability to reach their full potential.

This policy sets out Yondr's approach to equal opportunities and the avoidance of discrimination at work. It applies to all aspects of employment with Yondr, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment.

### 01.1 Discrimination

Yondr does not tolerate discrimination. This means that it does not allow unequal treatment based on race, colour, ethnicity, religion, sex, gender, pregnancy, gender identity, sexual

orientation, age, marital status, nationality, disability and any other classification protected by applicable laws or regulations.

You must not discriminate against or harass other people including current and former Yondr-ites, job applicants, clients, customers, suppliers and visitors. This applies in the workplace, outside the workplace (when dealing with staff, customers, suppliers or other work-related contacts), and on work-related trips or events including social events.

## 02. Scope

### 02.1 Applicability

This Policy applies to:

- / full-time, fixed term, part-time, PEO, and temporary employees,
- / officers and directors,
- / interns and secondees, or
- / agency workers, casual workers, volunteers, contractors, and consultants, as relevant to the nature of their engagement, and

who provide work and/or are engaged to deliver goods and services on behalf of Yondr (referred to at times as 'we,' 'us,' 'our,' and 'ours,' and includes affiliates, subsidiaries, or entities in which Yondr holds a significant interest), regardless of where in the world they are situated.

This Policy should not be construed or implied to infringe on rights guaranteed by the laws of the local jurisdiction, thus, where this Policy conflicts with local rules, laws or regulations, the local framework shall prevail.

## 03. Policy requirements

### 03.1 Recruitment and selection

Recruitment, promotion and other selection exercises such as redundancy selection is conducted on the basis of merit, against objective criteria that avoid discrimination.

Shortlisting is done through the recruitment process by more than one person.

Vacancies are advertised to a diverse section of the labour market. Advertisements avoid stereotyping or wording that may discourage particular groups from applying.

Job applicants will not be asked questions which might suggest an intention to discriminate.

For example, applicants will not be asked whether they are pregnant or planning to have children.



Job applicants will not be asked about health or disability before a job offer is made, except in the very limited circumstances allowed by the law in the country in which they work. Hiring managers/interviewers should check the position on this with the Talent Acquisition team before asking an applicant any such details.

### 03.2 Compensation and career progression

Our compensation and grading review process actively considers equity both in grading and remuneration and we will continue to develop strategies and initiatives to resolve any identified gaps.

Available job opportunities are published internally on Yondr-verse to enable them to apply for roles and develop their career path. We encourage and reward excellence and performance is measured based on an agreed process to promote equity and remove bias.

### 03.3 Training

You are required to take Diversity, Inclusion and Belonging training. Each Line Manager is also required to attend Unconscious Bias training. Please go to Yondr-iversity page at [Private Dashboard | Yondriversity](#).

### 03.4 Disabilities

If you are disabled or become disabled during your employment or assignment with Yondr, you are encouraged to inform the People Partner so that appropriate adjustments and support can be provided to help undertake your role.

### 03.5 Breaches of this policy

Yondr takes a strict approach to breaches of this policy, which will be dealt with in accordance with the local disciplinary policy in the country in which you work. Serious cases of deliberate discrimination may result in sanctions, up to and including dismissal.

If you believe that you have suffered discrimination, you can raise the matter through the local grievance policy in the country in which you work. Complaints will be treated in confidence and investigated as appropriate. You will not be victimised or retaliated against for complaining about discrimination. However, making a false allegation deliberately and in bad faith will be dealt with under the local disciplinary policy in the country in which you work.

## 04. Roles and responsibilities

In addition to roles and responsibilities noted in Section 3, the following also apply:

### 04.1 All covered by this Policy:

/ Abiding by the requirements noted in this Policy.



- / Promptly disclosing any potential Policy breaches they become aware of.
- / Communicating Yondr's policies to third parties where required.

#### 04.2 **Line Managers**

- / Ensure team members understand this Policy and abide by it.
- / Provide guidance as necessary.

#### 04.3 **People Team**

- / Provide guidance as necessary.



## Appendix A: Key terms

**Bias**

A tendency to favor or disfavor certain people or groups, often in an unfair manner.

**Discrimination**

Unfair treatment of individuals based on characteristics such as race, gender, age, or disability.

**Diversity**

The presence of differences within a given setting, encompassing various characteristics such as race, gender, age, ethnicity, sexual orientation, and socioeconomic status.

**Equity**

Ensuring fair treatment, opportunities, and outcomes for all individuals, taking into account their different needs and circumstances.

**Inclusion**

Creating an environment where all individuals feel valued, respected, and have equal access to opportunities and resources.

