

ANTI-HARASSMENT AND NON-DISCRIMINATION POLICY

ZIPPER is committed to ensuring a safe and inclusive environment for all employees, free from discrimination on the basis of race, nationality, ethnicity, language, religion, social category or origin, beliefs, gender, sexual orientation or identity, age, genetic traits, disability, non-communicable chronic illness, HIV status, political views, family situation or responsibilities, pregnancy, maternity, trade union membership or activity, disadvantaged status, or any other criterion that aims to, or results in, the restriction or denial of the recognition, enjoyment, or exercise of human rights and fundamental freedoms, or rights protected by law, in political, economic, social, cultural, or any other area of public life.

ZIPPER upholds the principle of equal opportunity and treatment between women and men as a core value. Any expression or manifestation of power imbalances based on gender is strictly prohibited, as it constitutes a violation of human dignity and contributes to the creation of an intimidating, hostile, degrading, humiliating, or offensive environment.

ZIPPER enforces a zero-tolerance policy regarding gender-based harassment and moral harassment in the workplace. Any incidents or allegations of harassment will be taken seriously, addressed promptly, and investigated thoroughly.

Throughout the investigation process, all parties involved will be heard and treated with respect and consideration. The confidentiality of personal data will be strictly protected to safeguard the identity and rights of the employees involved. All proven cases of harassment will be sanctioned in accordance with the applicable legal provisions, including the possibility of disciplinary dismissal.

To support the implementation of this policy, ZIPPER has adopted a „Guide for the Prevention and Combating of Gender-Based and Workplace Moral Harassment”, which ensures an efficient, confidential, and timely process for handling complaints and reports of harassment.

ZIPPER encourages any individual who becomes aware of a violation of this policy to report it via email at etica@ezipper.ro. All reports will be treated with the utmost confidentiality, and no retaliatory action will be taken against the whistleblower, who will be protected. Reports must be made in good faith, based on real facts and actions, and reflect the objective judgment of the individual reporting.