

Anti-discrimination Policy

Isoclisma is committed to ensuring that all employees (including those with short term contracts, or third parties employed by temporary staffing agencies), contractors, business partners, customers, patients and vendors are treated with dignity and respect, and are able to work in an environment free from discrimination and harassment. The workplace is not confined to the offices of the company—it also includes any other location where company business is being conducted, at virtual home offices, office-related social functions, conferences, training sessions, work-related travel, electronic communications (such as e-mail and Internet use), and over the telephone.

The company strives to create and is committed to maintaining a work environment that is free of offensive conduct, harassment and discrimination, which could include actions, words, jokes or comments based on an individual's legally protected status such as race, colour, religion, national or ethnic origin, gender, disability, age, genetic information, creed, marital status, status with regard to public assistance, familial status, membership or activity in a local commission, sexual orientation, gender identity or gender expression, veteran status, or any other legally protected status of an individual or that individual's associates or relatives. The company has no tolerance for such forms of discrimination or harassment.

Thereby, all related Isoclisma policies and procedures are coherent with the principles embedded into the International Labour Organization's (ILO) conventions.

The management and all executives are responsible to fulfil this policy. They guide all employees as a role model and through their behaviours.

Este, 01.07.2022

PAOLO CAVALLARI
(Chief Executive Officer)


