

HR non discrimination policy

APINTECH policy for HR is defined by two words alone: **merit and fitness**; as they can be objectively substantiated and subjectively assessed.

To this extent, any **HR related decision that is driven by sex, race, colour, sexual preferences, etc. is considered as discriminatory and is strictly forbidden.**

APINTECH **will withdraw from any setting where discrimination of any of the above types is present.** In such a case the the exact circumstances should be brought to the attention of POLIS-21 directors and a decision, compliant with the document, will be promptly taken.

Similarly, **all staff of APINTECH, of the three types defined in the remuneration policy document, are treated as equal members of our human ecosystem** and, as a matter of principle, no discrimination as to rights and obligations shall ever apply.

APINTECH **will withdraw from any setting which for any reason would consider the members of our staff in a discriminatory way and would violate the equity rule that underlines our policy.**

Affirmative action

APINTECH staunchly rejects affirmative action as an instance of reverse discrimination. It will stay clear and not engage on policies favouring any human identity over another.

However, **APINTECH will not withdraw from settings that may favour this practice, provided it will not be attempted to be enforced on it.**