

BETTER EQUALITY POLICY

Purpose

This policy sets out Better's commitment to ensuring equality and fairness in the workplace. It is designed to prevent discrimination based on gender, age, ethnicity, social origin, religion, sexual orientation, political opinion, or any other protected characteristics. We are committed to fostering a work environment where all employees are valued, respected, and given equal opportunities to succeed.

Scope

This policy applies to all employees in all Better legal entities, perspective employees, contractors, and anyone acting on behalf of the company. It covers all aspects of employment, including recruitment, promotion, pay and benefits, training and development, and work-life balance.

1. Equality and non-discrimination

We are committed to treating all employees and job applicants fairly, regardless of gender, age, ethnicity, social origin, religion, sexual orientation, political opinion, or any other status. Discrimination or harassment of any kind will not be tolerated, and all employees are expected to treat their colleagues with respect and dignity.

2. Recruitment and promotion

We are committed to conducting recruitment and promotion processes that are free from bias or discrimination.

Recruitment: All job candidates will be assessed based on their skills, qualifications, and experience. We do not consider gender, age, ethnicity, religion, sexual orientation, social background, or political opinion when making hiring decisions.

Promotion: Promotion decisions are based on merit, performance, and ability. No employee will be disadvantaged based on personal characteristics unrelated to their job performance.

3. Pay and benefits

We are dedicated to providing fair and equitable pay and benefits for all employees. We regularly review our pay scales and benefits packages to identify and address any potential disparities.

Equal pay: Employees performing the same or comparable work will receive equal pay, regardless of their gender, age, ethnicity, or any other characteristic.

4. Training and development

We are committed to supporting professional growth of all employees.



Access to training: Training and development opportunities are offered to all employees based on their job role, development needs, and career aspirations, without discrimination.

Development programs: Employees are encouraged to participate in development programs, coaching, and mentoring to enhance their skills and career progression.

5. Work-life balance

We recognise the importance of a healthy work-life balance for all employees.

Flexible working: Where possible, we accommodate flexible working arrangements to support employees with different needs, such as those related to family, religion, or personal well-being.

Leave policies: We provide equal access to leave policies such as maternity, paternity, parental, and personal leave, ensuring all employees can meet their work and personal commitments without fear of discrimination.

6. Reporting and monitoring

We are committed to ensuring accountability in upholding equality principles.

Reporting: Any employee who feels they have been subjected to discrimination or unfair treatment is encouraged to report the matter to their line manager or HR without fear of retaliation. In addition, we have established several whistleblowing channels to report any potential misconduct. All complaints will be treated seriously, confidentially, and thoroughly investigated.

Monitoring: We regularly monitor and review recruitment practices, pay structures, training opportunities, and other employment conditions to ensure equality is being upheld. We will also assess the effectiveness of this policy and update it as needed.

Company commitment

At Better, we are fully committed to creating an inclusive workplace that embraces diversity and upholds the highest standards of equality. We pledge to respect and protect the rights of all employees, promote diversity in all areas of our operations, and continually strive to eliminate discrimination and inequality. We believe that a diverse workforce enhances creativity, innovation, and performance, and we are dedicated to providing a supportive and inclusive environment for everyone.

This policy will be reviewed regularly to ensure it remains relevant and effective in promoting equality and diversity within the company.

Ljubljana, 01.02.2024

Signed:

Roland Petek, COO