



**Policy for Diversity and Equal Opportunities**  
**March 2018**

# Policy for Diversity and Equal Opportunities

Mercuri is committed to providing equal opportunity in all of our employment practices including selection, hiring, promotion, transfer, and compensation to all qualified applicants and employees without regard to race, color, religion, national origin, sexual orientation, age, sex, pregnancy, marital status, disability, or any other status protected by law.

Mercuri does not tolerate intimidation or harassment of any kind, including that based on such factors as those listed above. Similarly, the company prohibits retaliation against individuals who complain about equal employment opportunity or harassment issues, and will seek to protect employees, applicants, vendors, and customers from harassment in the work place.

The Diversity and Equal Opportunities Policy guides the Mercuri employee in confronting and embracing the diversity of the Mercuri staff. Diversity to Mercuri is the opportunity to profit in its business activities from inputs and ideas from people of varied backgrounds. Thereby equal opportunities become a natural part of the Mercuri business.

Mercuri is committed to working against any form of discrimination, should it be based on, race, color, religion, national origin, sexual orientation, age, sex, pregnancy, marital status, disability, or any other protected status according to relevant state or local law. Mercuri does not tolerate any difference in salary based on gender. These convictions provide the ethical and behavioral framework on which Mercuri bases its business decisions, internally as well as externally.

Furthermore, Mercuri provides equal employment opportunities to all, and refrains from any form of preferential treatment due to age, gender etc. All individual employees have the same opportunities of employment, terms of employment, rights within the workplace and possibility to develop and advance. Such policies promote a productive work environment which is vital to the success of the Mercuri business.

In accordance with its non-discriminatory policy, Mercuri recognizes all employees right to free association, should it be religious, political or other. Further in accordance with above mentioned policies, Mercuri endeavors to provide equal employment opportunities to otherwise qualified individuals with disabilities, which includes providing reasonable accommodations to the extent practicable.

To make such a diverse work place function, trust, mutual respect and honesty are stressed as guidelines for employees and employer alike, just like outlined in the Mercuri CORE values. Furthermore, an inclusive, flexible work environment that values diversity motivates employees to contribute their best which in turn is vital for the success of the Mercuri business.

*Latest update: 26 March 2018*