

Diversity and Non-Discrimination Policy

VALAMAR RIVIERA d.d.

MANAGEMENT BOARD

No: 598-10

Poreč, 20 November 2018

Pursuant to the human resource management strategy and as signee of the “Diversity Charter Croatia” dated 4 October 2017 who is looking to develop an organization culture based on mutual respect for individual differences, Valamar Riviera d.d. (hereinafter: Valamar or Company) hereby establishes its

Diversity and Non-Discrimination Policy

By signing the “Diversity Charter Croatia” on 4 October 2017, Valamar committed to establish its Diversity and Non-Discrimination Policy (hereinafter: Policy) in order to develop an organization culture at the Company that is based on mutual respect for individual differences.

The Policy aims to:

- create an environment where individual differences and contributions of all team members are recognized and appreciated, and the dignity and respect of each employee is promoted
- eradicate the tolerance of any form of intimidation, bullying and harassing and discipline any Policy violation
- ensure equal training and development opportunities for all employees
- promote workplace equality as one of Valamar’s core values
- encourage employees to openly report all forms of discrimination in order to completely eradicate this kind of behavior
- encourage employees to treat their co-workers with respect and dignity

Valamar commits to:

- developing a diverse workplace environment by promoting the integration of employees of all profiles, regardless of their sex and sexual orientation, race, ethnicity, faith, disability, age and other
- developing skills and competences of the management and employees in charge of hiring, training, career development and Policy implementation
- using the Policy while hiring management team members in order to gain a better understanding of the management decisions and open the Company to innovative ideas that make it more competitive and sustainable
- raising awareness about the diversity policy among employees at the Company
- informing all employees that the Policy is effective
- continually steering employees to follow the rules of conduct in order to promote workplace fairness
- implementing and encouraging the implementation of the Policy for all those participating in the business process (employees, applicants, partners, suppliers and others)

- conducting a regular analysis of hiring practices and procedures in order to ensure fairness and equal opportunities for all applicants
- establishing and regularly reviewing a *Policy Promotion Action Plan* that will include measurable indicators and include company employees in its creation and implementation
- reporting to the competent body at least once a year on the implementation of this Policy, measures and internal procedures applied to attain the Charter's goals

Valamar authorized Dario Diković, Labor Law Specialist as contact person for handling enquiries regarding the Policy.

This Policy becomes effective on 20 November 2018.

Valamar Riviera d.d.

Željko Kukurin

Management Board President