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APPROVED
by the Board of Directors
of the Company on 30 April 2020


Chairman of the Board of Directors

GLOBALTRANS INVESTMENT PLC
Corporate Diversity and Inclusion Policy

OVERVIEW

Globaltrans Investment Plc (the “Company” and together with its consolidated subsidiaries “Globaltrans” or the “Group”) recognises the value that diversity in the workplace contributes at all levels of the Group and is committed to promoting greater diversity and encouraging a better understanding of the benefits of diversity. The Group values difference and promotes respect and dignity for all regardless of an individual’s age, disability, ethnicity, nationality, gender, race, color, religion, sexual orientation or any other status. This commitment to non-discrimination, inclusion and diversity is reflected at all levels of the Group.

RESPONSIBILITIES

With this policy we strive to:

- Recognise, value and continuously improve on diversity within the Group;
- Ensure fair and responsible practices, non-discrimination and equal career development opportunities for all employees;
- Provide training and implement professional development programs in areas of diversity and inclusion at all levels of the Group;
- Ensure employee awareness and understanding of the importance of diversity and inclusion;
- Promote transparency and accountability.

The Group’s Corporate Diversity and Inclusion Policy is reinforced by our existing policy on Human Rights, which communicates our principles on equal opportunity, non-discrimination and fair employment. Globaltrans cares about its employees, customers and the community it serves and treats them professionally, fairly and equally.

The Group is well aware of the contribution to the development and sound functioning of a company that a range of views, skills and experiences can bring. The Group therefore values an employee base comprised of people of different ages, backgrounds, nationalities and gender, among other things, for their varied contribution to the Group. In addition, in order to attract and retain the best people, we are committed to ensuring and promoting a diverse work environment, guided by mutual respect, transparency and a spirit of trust and cooperation.

Selecting the best candidates on the basis of their performance, skills, experience and qualifications is in line with the approach embedded in the Group’s core values of ensuring equality and impartiality. At the same time, while all candidates are selected on merit, efforts are made to identify opportunities to increase diversity across the Group.

All employees have a responsibility to treat others with dignity and respect at all times. Any employee found to have exhibited any inappropriate conduct or behavior against another will be subject to disciplinary action. Employees who believe they have been subjected to any kind of discrimination that conflicts with the Group’s Diversity and Inclusion policy should seek assistance from General Counsel’s office or Human Resources.