

## **Anti-discrimination Policy**

### **Cayman Pharma, Czech Republic**

Cayman Pharma prohibits all employees from engaging in any form of discrimination and related retaliation in any employment relationship based on race, skin colour, nationality, gender, pregnancy, age, disability, religion, sexual orientation, gender identity, political affiliation, or political philosophy.

Cayman Pharma management proactively works to address any signs of discrimination in the workplace with the aim of ensuring safe and comfortable conditions for all employees.

#### **Definition of discrimination:**

Unfavourable treatment of an employee based on race, skin colour, nationality, gender, pregnancy, age, disability, religion, sexual orientation, gender identity, political affiliation, or political philosophy.

Behaviour related to discrimination may include, but is not limited to:

- Refusal to offer employment based on any of the above criteria
- Denial of career advancement based on any of the above criteria
- Failure to provide equal compensation as defined for individual job positions

If such situations are observed in the workplace, the company encourages a proactive approach. Cayman Pharma management will support all employees who may be exposed to any form of discrimination in the following ways:

1. Employees should submit a discrimination complaint by providing a written report to the Human Resources department. The employee will meet in person with an HR representative to describe the discriminatory incident.
2. The Human Resources department will conduct a full investigation of the reported discrimination incident. When evaluating the case, an expert legal opinion may be required to assess the validity of the complaint under Czech law.
3. Management will ensure that the employee is not subjected to any form of retaliation or reprisal.
4. After the investigation is completed, all parties involved will be informed of the consequences of their actions.
5. Cayman Pharma management will focus on preventing similar incidents in the future.
6. If necessary, the anti-discrimination policy will be revised to reflect any new measures aimed at increasing awareness and preventing similar incidents.