



## **Gender Equality and Diversity Policy**

The purpose of this policy is to ensure that gender equality, diversity, and inclusion are at the core of Cooperative City Nonprofit Ltd.'s internal operations and external activities. We are committed to providing equal opportunities to all, irrespective of gender, race, ethnic or social origin, disability, age, nationality, sexual orientation, religion or belief, marital or family status, or any other characteristic protected by law. We actively oppose all forms of unlawful and unfair discrimination. All employees, partners, and participants in our projects are to be treated fairly, respectfully, and with dignity.

### **Our Commitments**

- ★ Every employee is entitled to a working environment that promotes dignity, respect, and inclusion. No form of intimidation, bullying, harassment, or discrimination will be tolerated.
- ★ Recruitment, promotion, training, and development opportunities will be based solely on qualifications, skills, competencies, and performance.
- ★ All employees will be supported and encouraged to reach their full potential, ensuring that the talents and resources of the workforce are fully utilised.
- ★ Gender equality and diversity will be mainstreamed into all our activities, including EU-funded projects, partnerships, communications, and public events.
- ★ Breaches of this policy will be treated as misconduct and may lead to disciplinary action.

### **Legal and Policy Framework**

This policy is implemented within the framework of relevant EU and national legislation, including:

- ★ Charter of Fundamental Rights of the European Union (Articles 21 and 23)
- ★ Directive 2006/54/EC on equal opportunities and equal treatment of men and women in matters of employment and occupation
- ★ Directive 2000/43/EC on equal treatment irrespective of racial or ethnic origin
- ★ Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation

The Cooperative City Ltd. Board:

Levente Polyak · Sophie Bod · Lukacs Hayes

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