



ARIJ Policy – Fair Employment & Human Rights Policy

Fonden ARIJ International (ARIJ) is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by local laws.

This policy applies to all employment practices within ARIJ, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. ARIJ makes hiring decisions based solely on qualifications, merit, and business needs at the time.

We believe in equal opportunity and that implementing fair and merit-based employment practices is the right thing to do.

We recognize that people are the most important asset to any company. With a diverse workforce like the one we have, it is important to prevent discrimination at the workplace and to adopt progressive human resource policies that allow all employees to achieve their full potential.

ARIJ is committed to championing Fair Employment Practices (approved by ILO) by encouraging fairness and inclusivity.

At ARIJ, it is part of our mission to empower individuals to fulfill their ambitions and aspirations. We envision a better working place where people are free of bias and discrimination, and are able to thrive and succeed.

ARIJ Diversity & Equal Opportunity Policy

1. Scope

ARIJ is committed to embrace and promote Diversity and Equal Opportunities for all of its staff, workers, journalists, contractors and Applicants.

2. Diversity

Here at ARIJ, we are firm believers that a diverse workforce is a key driver for a company's growth and development. We value and support our employees' differences in age, ethnicity, nationality, religion or belief, gender, marital status, skin colour, disability or sexual orientation. We believe that these are what makes our employees unique and by understanding and respecting our differences, it gives us a competitive advantage as a whole.

To reinforce our stand for diversity, all of ARIJ's activities, policies, practices and procedures will adhere to this policy. Some of our actions include:

- Conducting audits to ensure that no discriminatory act are occurring within ARIJ



- Conducting trainings to ensure that all employees and freelancers are educated on the subject matter
- Periodical updates and reminders for employees and freelancers on the importance of creating a diverse workforce
- Providing channels of communication for reporting purposes

ARIJ treats the diversity and equal opportunity policy seriously and individual employees are also held accountable for their actions should they choose to disregard this policy.