

Equality and Diversity Policy

*Adopted by Res Publica Foundation's Management Board
on 27 January 2024 in Warsaw, Poland*

Res Publica Foundation, a civil society organisation devoted to shaping public debate on the topics of democratic security, is dedicated to encouraging a supportive and inclusive culture amongst the whole workplace. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

This document presents Res Publica Foundation's Equality and Diversity Policy (here and after called EDP). It should be considered a dynamic plan that will adapt to the needs of Res Publica Foundation, its employees, associates, partners and the whole society.

Removing barriers to equality in the workplace is a priority for Res Publica Foundation. We recognise that gender equity drives our excellence, matches the needs of our employees, associates and partners. Therefore, we offer employees the opportunity to develop, progress, and fulfil their career aspirations based on their talent and motivation, not their gender identity, gender characteristics, expression, or sexual orientation. Gender equality intends to include people with various identities, including but not limited to cisgender women, cisgender men, trans men, trans women, and non-binary people. We must be an inclusive and diverse organisation, and, where needed, we must ensure we foster new mindsets to enable this to happen. We believe every employee's responsibility to act for change will allow us to become a genuinely gender-balanced organisation.

The EDP is a set of commitments that aim to promote gender equity and gender balance policies as the first step towards absolute equality in an organisation through structural change. The EDP aims to promote gender equality through the sustainable transformation of organisational processes, culture and structure that produce and sustain gender imbalances and inequalities. The EDP addresses an organisation's visible structure and practices through policies and procedures and considers how to evolve espoused values (what people say they believe) and underlying assumptions (unconscious beliefs, thoughts, and feelings), including in the production of knowledge and its applications.

Our aim is to ensure that all employees, associates and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee and member will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, caring responsibilities, disability, family situation, gender expression, gender identity,

gender reassignment, marriage and civil partnership, pregnancy and maternity, race including ethnic origin, colour, nationality and national origin, religion or belief, sex, sexual orientation, or socio-economic background.

All employees and members, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When Res Publica Foundation selects candidates for employment, promotion, training, or any other benefit, it will be based on their aptitude and ability.

All employees and associates will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised, and we will maximise the efficiency of our whole workforce.

Res Publica Foundation commits:

- To create an environment in which individual differences and the contribution of all team members are recognized and valued,
- To create a working environment that promotes dignity and respect for every employee,
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy,
- To make training, development, and progression opportunities available to all staff,
- To promote equity in the workplace, and to encourage all employees to treat everyone with dignity and respect,
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures,
- To regularly review all our employment practices and procedures so that fairness is always maintained.

Res Publica Foundation will inform all employees, associates and partners that the equality and diversity policy is in operation, and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and job applicants.

Res Publica Foundation equality and diversity policy is fully supported by senior management and has been agreed with the supervisory board of the Foundation.

Res Publica Foundation policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.