

# **Our Anti-Discrimination Policy**

**Equal opportunities for all - without exception.**

## **1. Introduction**

Flexclick is a professional employment agency committed to an inclusive labor market. We maintain a strict anti-discrimination policy in accordance with Dutch laws and regulations. Discrimination in the labor market is not permitted and is contrary to our business operations, core values and social responsibility. With this policy, we fulfill our legal obligations and our moral duty to promote equal opportunities.

## **2. Objective**

This policy aims to:

- Prevent discrimination in recruitment, selection, placement and supervision of temporary workers.
- Making our employees and clients aware of what constitutes (prohibited) discrimination.
- To provide a safe and honorable work environment in which everyone has equal opportunity, regardless of background or personal characteristics.

## **3. Legal framework**

Flexclick conforms to the following laws and regulations:

- Article 1 Constitution: Equal treatment and prohibition of discrimination.
- General Equal Treatment Act (AWGB).
- Age Equal Treatment in Employment Act (WGBL).
- Equal Treatment on the Basis of Disability or Chronic Illness Act (WGBH/CZ).
- Law on the Allocation of Labor by Intermediaries (Waadi).
- ABU-CAO for Temporary Workers.

#### **4. What do we mean by discrimination?**

By discrimination we mean: any form of unequal treatment, exclusion or preference based on characteristics such as:

- Gender
- Age
- Origin, nationality, ethnicity or skin color
- Religion or philosophy of life
- Sexual orientation
- Gender identity or expression
- Disability or chronic illness
- Marital status
- Pregnancy or motherhood
- Political preference
- Working time (full-time/part-time)
- Type of contract (temporary/fixed)

#### **5. Scope**

This policy applies to:

- All internal employees of Flexclick.
- All external employees/employees.
- All clients and collaborative partners.
- All phases of the staffing process: from job intake to placement and supervision.

#### **6. Recruitment and selection**

- Selection of candidates is made solely on the basis of objective job requirements, such as education, experience, competencies and availability.
- Discriminatory requests from clients will not be honored.
- If a client makes a request that is (potentially) discriminatory, it will be discussed and refused. Flexclick will inform the client of legislation and policy.
- All staff are trained to recognize signs of discrimination and respond appropriately.

## **7. Internal instruction to employees**

- All Flexclick employees receive an explanation of this policy upon commencement of employment.
- The policy is reviewed annually and re-shared as needed.
- Employees are encouraged to report suspicions of discrimination to their supervisor or confidential advisor.
- Employees guilty of discrimination are subject to disciplinary action.

## **8. Responsibility of Flexclick**

Flexclick actively promotes that discrimination is impermissible and takes corrective action when the policy is violated. We take responsibility for:

- Supervising employees and clients in line with this policy.
- Establishing a clear complaint procedure.
- Record and evaluate incoming signals or complaints of discrimination.

## **9. Reporting and complaint procedure**

Anyone who experiences or observes discrimination within Flexclick's field of work can report it via:

- **Confidential Advisor** within Flexclick.
- **Direct supervisor.**
- **External bodies**, such as the Human Rights Board.

Reports are treated confidentially and action is always taken according to a pre-established complaint procedure.

## **10. Evaluation and adjustment**

This policy is evaluated annually for effectiveness and timeliness. Adjustments are made if laws or regulations change, or when there is a reason from practical experience.

## **11. Final Statement**

At Flexclick, we believe in a labor market where everyone counts. We take our role as a staffing agency seriously and remain committed to equal opportunity for all.