

ELITechGroup Diversity and Inclusion Policy

Introduction

ELITechGroup manufactures and distributes in vitro diagnostic products through direct sales and a distribution network encompassing more than 100 countries.

ELITechGroup is committed to supporting health systems globally. During the Covid pandemic, ELITechGroup was at the forefront of the global effort, being one of the first companies to offer PCR diagnostic solutions in Europe.

ELITechGroup has more than 600 employees. The scope of the Diversity and Inclusion policy encompasses all ELITechGroup entities.

A Company that promotes its values

Our human capital is the most valuable asset we have. The collective sum of the individual differences, knowledge, creativity, life experiences, innovation, self-expression, skills and talent that our employees invest in their work represents a significant part of our culture, reputation and value.

ELITechGroup is committed to develop peoples' value, to promote a respectful and inclusive culture and to grant the same professional growth opportunities to everyone.

ELITechGroup is committed to ensure that equality and diversity is continuously promoted in the workplace.

Our Policy is fully supported by ELITechGroup's Top Management, applies to all employees and is drawn to the attention of all our stakeholders or others with whom we do business or who are in contact with us.

An open Company opposed to any form of discrimination

ELITechGroup is committed to provide equality and fairness to all in our employment and not provide less favorable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, color, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

ELITechGroup diversity initiatives are applicable - but not limited - to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, transfers, promotions, social and recreational programs, layoffs and terminations.

Diversity represents a value that enriches our Company: people from different cultures, social and generational backgrounds, skills, competencies and experiences, offer a unique asset that enables ELITechGroup to compare different perspectives, leading to new ideas and innovative solutions, to anticipate the needs of our customers and key stakeholders.

A Company dedicated to respect, equality and inclusion

ELITechGroup encourages and enforces:

- Respectful communication and cooperation - All employees have a responsibility to always treat others with dignity and respect. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action, according to local regulations.
- Teamwork and employee participation - All employees are expected to exhibit conduct that reflects inclusion at work.
- Work/life balance and employees' satisfaction - ELITechGroup is committed to continuously improve the work environment and experience of its employees: each year we conduct a Group employees satisfaction survey that helps us collecting new feedback and ideas to further improve our Company's culture and organization.