



EQUAL OPPORTUNITIES POLICY

One of the Foundation's key principles is providing equal opportunities for each and everyone. We strive to unanimously and immaculately practice this principle, working in accordance with our ethical values and we expect everyone we work with to operate on the same ethical level.

We believe that every person is unique and valuable, hence, we try to find an individual approach to everyone. We respect the diversity of personal values, opinions and outlooks.

We strictly do not allow direct and/or indirect discrimination, humiliation, accusation and unfair treatment of any person on the bases of:

- race, skin color, ethnicity and nationality
- belonging to an ethnic minority
- social class and economic status
- religion or belief
- political and other views
- gender and sexual orientation;
- language
- health condition and disability
- marital status
- pregnancy
- having dependants or underage children

We are aware of the difference between formal and real equality and we implement this awareness systematically. We do not introduce artificial quotas or preferences for some particular groups.

We aspire to expand access to our activities for people with special needs, providing them with accessible and comfortable physical and psychological environment to participate in our competitions.

We recognize that equality, accessibility and inclusion are parts of a living concept, devoid of superficial decisions, standardization, and readymade approaches. As such, we value and practice individual approach based on respect of human dignity and equal opportunities.