

EQUAL OPPORTUNITY AND HARRASMENT POLICY

The purpose of this policy is to create and maintain a workplace that is free from discrimination and harassment. We are committed to promoting equal employment opportunities for all employees and fostering a culture of respect, fairness, and inclusivity.

This Policy applies to all employees, contractors, and visitors of Pantera. It encompasses all aspects of employment, including but not limited to recruitment, hiring, training, promotion, compensation, benefits, and disciplinary action.

Core Principles

Equal Employment Opportunity

Pantera is committed to providing equal employment opportunities to all employees and applicants. We are dedicated to fostering a diverse and inclusive workplace and to ensuring that employment decisions are based on merit and qualifications.

Pantera will not discriminate against employees or applicants based on race, colour, religion, sex, nationality, age, disability, sexual orientation, gender identity or any other characteristic protected by applicable law.

Anti-Discrimination

Discrimination in any form is strictly prohibited at Pantera. It includes any unwelcome sexual advances, requests for sexual favours, or other verbal or physical conduct of a sexual nature.

Sexual Harassment

Sexual harassment is a form of discrimination and is prohibited at Pantera. Sexual harassment includes any unwelcome sexual advances, requests for sexual favours or other verbal or physical conduct of a sexual nature.

Employees who experience or witness discrimination or sexual harassment should report it to their immediate supervisor or HR department. Complaints will be investigated promptly, and appropriate action will be taken. All incidents and investigations will be handled with the utmost confidentiality to the extent possible. Retaliation against individuals who report or participate in investigations will not be tolerated and is strictly prohibited.

Employees are responsible for:

- Treating colleagues with respect and dignity.
- Reporting any incidents of discrimination or harassment.
- Cooperating with investigations into complaints.

Managers and supervisors are responsible for:

- Ensuring their team members are aware of this Policy.
- Taking immediate action if they become aware of any discriminatory or harassing behaviour.
- Reporting any complaints or observed incidents to HR.

Pantera will enforce this Policy through regular monitoring and prompt action in addressing any violations.

This policy will be reviewed continuously to ensure compliance with legislative requirements and to reflect best practices.



Dino Foti - Director



Mark Pensabene – Managing Director