

EQUAL OPPORTUNITY POLICY

Gufic Biosciences Limited ("Gufic" or "Company") is committed to providing equal opportunities for all individuals, irrespective of their race, color, religion, gender, sexual orientation, national origin, age, disability, or any other protected characteristic. We firmly believe in promoting a diverse and inclusive work environment, where all employees are treated with respect, fairness, and dignity. This Equal Opportunity Policy sets forth our commitment to creating a workplace that values diversity and ensures equal opportunities for everyone.

POLICY STATEMENT:

1. Non-Discrimination:

We prohibit any form of discrimination or harassment based on race, color, religion, gender, sexual orientation, national origin, age, disability, or any other protected characteristic. All employment decisions, including hiring, promotion, training, and compensation, will be based on merit, qualifications, and job performance.

2. Fair Recruitment and Selection:

We are committed to fair and unbiased recruitment and selection processes. Job openings will be communicated to a diverse pool of candidates, and selection decisions will be based solely on qualifications and job-related criteria.

3. Equal Pay for Equal Work:

We ensure that employees are compensated fairly and equitably for the work they perform. Compensation and benefits will be determined based on job responsibilities, qualifications, and performance, without any bias or discrimination.

4. Career Development and Advancement:

We provide equal opportunities for career development and advancement to all employees. Training, mentoring, and promotional opportunities will be accessible to all, based on merit and potential, without any discrimination.

5. Work Environment:

We strive to maintain a work environment that is free from discrimination, harassment, and bias. Any complaints or concerns related to discrimination or harassment will be promptly and thoroughly investigated, and appropriate action will be taken.

6. Supplier and Business Partner Diversity:

We encourage diversity and inclusion among our suppliers and business partners. We will actively seek diverse suppliers and business partners and promote opportunities for underrepresented groups.

7. Compliance and Accountability:

All employees are expected to comply with this Equal Opportunity Policy. Any violation of this policy may result in disciplinary action, up to and including termination of employment. Employees are encouraged to report any concerns or incidents of discrimination or harassment through established reporting channels.

AMENDMENT :

The Company reserves its right to amend or modify this Policy in whole or in part, at any time without assigning any reason whatsoever. However, no such amendment or modification would be binding on the Directors/ Employees unless the same is notified to the Directors/ Employees.