

## **ETHICAL CHARTER**

*Based on the principles of the Charter of Fundamental Rights (2000/C 364/01), more specifically, chapter III, Equality.*

The project partners formally commit themselves to the principles set out hereafter.

### **Article 1: Equality before the law**

Everyone is equal before the law.

### **Article 2: Non-discrimination**

Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited.

These principles shall be respected in all project activities, including employment, work and pay, and while interacting with other project participants and communities.

### **Article 3: Cultural, religious and linguistic diversity**

The project shall respect cultural, religious and linguistic diversity.

### **Article 4: Equality between men and women**

Equality between men and women must be ensured in all project activities, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex.

### **Article 5: The rights of the child**

In all actions relating to children the child's best interests must be a primary consideration. Children shall have the right to such protection and care as is necessary for their well-being. They may express their views freely. Such views shall be taken into consideration on matters which concern them in accordance with their age and maturity. The project will never employ children.

### **Article 6: The rights of the elderly**

The project recognises and respects the rights of the elderly to lead a life of dignity and independence and to participate in social and cultural life.

### **Article 7: Integration of persons with disabilities**

The project recognises and respects the right of persons with disabilities.

### **Article 8: Non-discrimination during recruitment and employment**

The project partners adhere to the provisions of Article 12 of the Law of 10 May 2007 to combat discrimination, even when recruiting employees abroad. This fact forbids direct and indirect discrimination based on gender in employment relations. According to this act, any difference in

treatment on the grounds of pregnancy, delivery or maternity is considered as a direct distinction on grounds of gender. The same applies to direct distinctions on the grounds of gender reassignment. Moreover, sexual harassment at work as well as harassment on the grounds of gender is also considered as a form of discrimination on the grounds of gender.

Signed for approval dd. 24/11/2023



Hugo Coll Dalmau (Azada Verde)

A blue ink signature, likely belonging to Hugo Coll Dalmau, is shown.

Sil Lanckriet (Climate Lab)

A black ink signature, likely belonging to Sil Lanckriet, is shown.

Ian Fenton (Reseed Indico pty)