

Equal Opportunity Statement

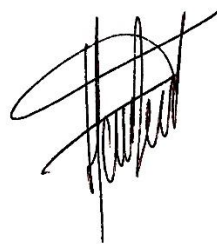
At MAK-System, we believe that the people who work for us, directly or indirectly, are an important asset. One of our Values is “Act with Inclusivity & Collaboration”. This means that we value diversity, and we require that all our colleagues treat each other with dignity, courtesy and respect. We commit to a workplace that is free from discrimination, bullying, harassment and intimidation. We understand that through difference, we can all be stronger.

MAK-System values all Group Personnel for the unique skills, abilities, creativity, experience and contributions that they bring to its business. Everyone directly contributes to our success and our reputation.

We strive to treat everyone with fairness, respect and dignity and expect those we work with to act in a way that is consistent with our sense of fairness and equal opportunity. We have zero tolerance for any form of discrimination. Decisions related to recruitment, development and promotion are based upon aptitude and ability only. Decisions must not be influenced by factors such as age, gender, sexual orientation, marital status, race, colour, ethnic origin, religion, belief, disability or political views.

We are committed to fostering a supportive work environment and will not tolerate abuse, violence, bullying or harassment in any form whether directed at Group Personnel, business partners, or anyone else.

Further information can be found in the Equal Opportunities Policy.



Frank Jaubert

Chief Executive Officer
