

Appendix No. 4 to the SWZ

GUIDELINES FOR COMPLIANCE WITH THE PRINCIPLES OF EQUAL OPPORTUNITIES, SOCIAL INCLUSION AND NON-DISCRIMINATION

In carrying out the contract, the contractor is obligated to ensure the principles of equal opportunities, social inclusion, non-discrimination, and human rights as set out in the Charter of Fundamental Rights of the European Union. The principle of equal opportunities for men and women must be respected, as well as to prevent any discrimination, including on the basis of gender, race, ethnic origin, religion, belief, disability, age, and sexual orientation. Furthermore, the Convention on the Rights of Persons with Disabilities must be observed.

The Contractor undertakes to perform the subject of the contract in particular with respect for human rights, including:

- with respect for the inviolable dignity of every human being, his or her life, the right to freedom of thought, conscience and religion;
- respecting the rights of employees, ensuring that each employee is treated equally within the scope of business activities, as well as implementing procedures that prevent any form of discrimination in the workplace, including, in particular, on the basis of gender, race, skin colour, ethnic or social origin, genetic features, language, religion or beliefs, political opinions or any other opinions, membership in a national minority, trade union membership, property, birth, disability, age or sexual orientation, as well as employment and its form,
- ensuring equality between women and men, particularly in employment, work and remuneration,
- counteracting mobbing and all other types of undesirable behavior in the workplace, such as harassment or sexual harassment,
- as well as ensuring, taking into account the type and nature of work, respect, equality, integration and non-discrimination of disabled people and taking actions aimed at facilitating and increasing access of disabled people and raising awareness of these people and society as to the possibility of performing work by them.

During the execution of the contract, the Contractor is obliged to perform the contract in accordance with the above values.