

Anti-Discrimination Policy FairPlay Engineering B.V.

Version: 1.0

Effective Date: 18-06-2026

Approved by: Managing Directors of FairPlay Engineering B.V.

1. Purpose

FairPlay Engineering B.V. is committed to providing equal opportunities for all candidates, employees, contractors, and business partners.

We believe that recruitment, selection, and employment decisions must be based solely on objective criteria such as qualifications, skills, experience, competence, and suitability for the role.

Discrimination, harassment, and unequal treatment are not tolerated under any circumstances.

This policy outlines our commitment to preventing discrimination and ensuring compliance with applicable Dutch and European legislation, as well as the requirements of the NBBU Collective Labour Agreement.

2. Scope

This policy applies to:

- Directors and management;
- Recruiters and talent acquisition specialists;
- Account managers and sales staff;
- Back-office employees;
- Temporary workers and contractors acting on behalf of FairPlay Engineering;
- All recruitment, selection, placement, and employment-related activities.

3. Equal Opportunity Principle

FairPlay Engineering provides equal opportunities to all individuals regardless of:

- Age;
- Gender;
- Gender identity or expression;
- Nationality;
- Ethnic origin;
- Race or colour;
- Religion or belief;
- Sexual orientation;
- Marital or family status;
- Disability or chronic illness;
- Political opinion;
- Working hours arrangement;
- Any other characteristic protected by law.



Employment decisions are based exclusively on legitimate business and job-related requirements.

4. Prohibited Discriminatory Requests

FairPlay Engineering does not accept discriminatory requests from clients, candidates, suppliers, or any other third parties.

Examples of unacceptable requests include:

- Requesting candidates of a specific nationality;
- Excluding candidates based on age;
- Requesting only male or female candidates;
- Excluding candidates because of religion, ethnicity, disability, or sexual orientation.

When a discriminatory request is received:

1. The employee must explain that the request cannot be accepted.
2. The employee must explain that FairPlay Engineering operates on objective recruitment criteria only.
3. The incident shall be recorded in the CRM, recruitment system or internal management records, including the action taken..
4. If necessary, management will determine whether the assignment can continue.

5. Recruitment and Selection

FairPlay Engineering ensures that:

- Vacancy requirements are objective and job-related;
- Candidates are assessed consistently;
- Selection decisions are based on qualifications, experience, skills, and competencies;
- Recruitment processes are conducted fairly and transparently;
- Equal opportunities are provided throughout the recruitment process.

6. Reporting Concerns

Employees who:

- Receive a discriminatory request;
- Witness discriminatory behaviour;
- Suspect unequal treatment;

must report the matter to management or the designated confidential counsellor.

Reports will be handled confidentially and without retaliation.



7. Complaints Procedure

Any employee, candidate, temporary worker, or stakeholder who believes they have experienced discrimination may submit a complaint.

All complaints will be investigated objectively and confidentially.

Appropriate corrective measures will be taken where necessary.

8. Confidential Counsellor

FairPlay Engineering appoints a confidential counsellor ("Confidential Advisor") to whom employees may report concerns relating to discrimination, harassment, or other integrity-related matters.

The contact details of the Confidential Advisor are communicated internally.

9. Awareness and Training

Employees involved in recruitment, selection, placement, and client management are informed about this policy.

New employees receive information about this policy during onboarding.

Management periodically reviews awareness and understanding of anti-discrimination requirements.

10. Monitoring and Evaluation

Management evaluates this policy at least annually.

The review may include:

- Reported incidents;
- Complaints received;
- Employee feedback;
- Legislative changes;
- Opportunities for improvement.

The review will be documented and retained for a minimum period of three years.

11. Non-Compliance

Failure to comply with this policy may result in disciplinary measures, including:

- Verbal warning;
- Written warning;
- Mandatory additional instruction or training;
- Termination of employment or cooperation, where appropriate.

12. Approval

This policy was prepared and approved by the Managing Directors of FairPlay Engineering B.V. and enters into force on 18-06-2026.

