



## 2.1.5 Equal Treatment and Opportunities

There shall be no discrimination in hiring, compensation, access to training, promotion, termination, benefits or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, HIV / Aids, union membership or political affiliation.

| N°   | Control Points Equal Treatment and Opportunities   | MAX             | Score      |
|--|--|-----------------|------------|
| 1  | (0) Clear evidence (1) Some indication (2= <b>M</b> ) No indication of systematic discrimination (distinction, exclusion or preference) with respect to remuneration (wages and benefits). (3) Employer is actively involved in promoting mutual respect and harmony among the workers through cultural and educational activities; (4) exceptional commitment | 4<br><b>M=2</b> |            |
| 2  | (0) Clear evidence (1) Some indication (2) No indication of systematic discrimination (distinction, exclusion or preference) with respect to opportunities (hiring, training, promotion). (3) High presence of potentially discriminated groups in good positions  | 4               |            |
| 3  | (0) Clear evidence (1) Some indication (2) No indication of systematic discrimination in hiring practices. (3) Company policy or quota regulation on how to avoid discrimination   | 4               |            |
| 4  | (0) Clear evidence (2) No indication of behaviour that is sexually coercive, threatening, abusive or exploitative. (3) Policies and clear procedures to prevent behaviour that is sexually intimidating and use of abusive language  | 4               |            |
| 5  | <u>Additional points for voluntary commitment:</u> employer has especially well adapted working conditions for women or fathers with young children (e.g. part time positions, very flexible hours, child care support, etc.) – rating (0) to (3). No norm requirement   | 3               |            |
| 6  | <u>Additional points for voluntary commitment:</u> employer creates employment or special training opportunities for particularly disadvantaged/discriminated groups – rating (0) to (3). No norm requirement  | 3               |            |
| <b>TOTAL</b>   |  | <b>MAX</b>      | <b>TNP</b> |
| <b>Maximum Points / Total Norm Points / Effective Points</b> |  | <b>22</b>       | <b>8</b>   |