

Gender Declaration

Purpose

This Gender Declaration outlines VENBEST's LLC (hereinafter referred to as the "Company's") commitment to promoting gender equality and fostering an inclusive, diverse workplace where all employees, regardless of gender, have equal opportunities for growth, development, and success.

Scope

This declaration applies to all employees, contractors, and stakeholders engaged with Company.

Principles

1. **Equal Opportunity:**
Company ensures equal recruitment, hiring, compensation, promotion, and training opportunities for all employees regardless of gender.
2. **Non-Discrimination:**
Discrimination, harassment, or victimization on the grounds of gender, gender identity, or gender expression is strictly prohibited. Venbest promotes a safe and respectful workplace for all.
3. **Inclusive Culture:**
Company fosters an inclusive culture recognizing and respecting diverse gender identities and expressions.
4. **Work-Life Balance:**
Company supports flexible working arrangements and policies that enable all employees to balance their professional and personal lives.
5. **Equal Pay:**
Company is committed to providing equal pay for work of equal value, regularly reviewing compensation practices to eliminate gender pay gaps.
6. **Training and Awareness:**
Company provides ongoing gender equality training and awareness programs for all employees and management.
7. **Accountability:**
Company monitors and reports progress on gender equality initiatives and holds leadership accountable for maintaining these standards.

Implementation

Company integrates this declaration into business strategies, policies, and procedures, ensuring all employees understand their role in promoting gender equality.

Date of Implementation: 05 August 2025

Vadym Olianishyn
General Director
VENBEST LLC

