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| | | Edition: 1 | |
| | | Date: October 03, 2022 | |
| | Issued by: PPI Manager | Approved by: People Director | Code: HrPo010 |

Introduction

Beesline International S.A.L. supports human rights in all its forms and is committed to ensuring that pay and working conditions are fair, unbiased, and equal, regardless of:

- Age
- Special needs
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Gender
- Sexual orientations

For this reason, all staff should receive equal pay for work of equal value.


Scope

This applies to all workers who work for Beesline International S.A.L.

Principles

“Beesline’s Equal Pay Policy” is integrated across all departments and throughout operations without exceptions. Beesline International S.A.L. is committed to:

- Eliminating any unfair, unjust, or unlawful practices that have an impact on pay.
- Ensuring that all team members are equally paid for the same, or equivalent, work and based on their knowledge and expertise.
- Providing and promoting equal opportunities for all team members.
- Ensuring that all team members, regardless of their gender, have equal opportunities in remuneration and promotion based on their Performance & Development Plan and their defined KPIs.
- Ensuring that rewards shall be paid to all team members without differentiation and based on their yearly Performance & Development achievements.
- Ensuring equal access to financial and non-financial services.
- Providing guidance for managers involved in decisions about recruitment, pay, benefits, and promotions.
- Responding promptly to any complaints concerning equal pay.

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Monitoring

To support the commitments under this policy, the People Department will:

- Review existing and future pay practices for all team members to ensure that they are objective and comply with best equal pay practices.
- Maintain a systematic role analysis scheme that incorporates the principles of equal pay.
- Implement regular equal pay reviews for all staff.