

# DIVERSITY POLICY

## **Diversity vision**

Quantum Proing ltd recognizes its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. Quantum Proing ltd is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

Diversity management benefits individuals, teams, our company as a whole, and our customers. We recognize that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

Quantum Proing ltd believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible. We recognize the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, positions Quantum Proing ltd to anticipate and fulfil the needs of our diverse customers, both domestically and internationally, providing high quality services.

Quantum Proing ltd is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

## **Career development and promotion**


Quantum Proing ltd rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

Quantum Proing ltd provides a safe and pleasant environment for our employees. We offer:

- Flexible working time arrangements
- Employee education assistance
- Employee network and support groups
- Open communications
- Childcare assistance

All of our employees share responsibility for implementing this policy.

All employees are required to abide by this policy and to report any occurrence which threatens the environment, health and safety, in order to take quick corrective action.



Stefan Milićević, Director  
Belgrade, Serbia, 15.08.2022