



**ZAGREB
AIRPORT**

DIVERSITY AND NON-DISCRIMINATION POLICY

The Management Board and employees of International Zagreb Airport Jsc. (Zagreb Airport) recognize that **diversity is one of the fundamental values of modern society** and that people themselves, with their knowledge, experience, skills, creativity, and innovation, are the key to the long-term success of our airport.

Diversity enables us to realize the full potential of each individual and represents the foundation for the development of creativity, innovation, and individual talents. In the context of globalization, international travel, and cultural exchange, **the ability to embrace and understand diversity** becomes an indispensable prerequisite for understanding our passengers, partners, and stakeholders.

In accordance with the Constitution and laws of the Republic of Croatia, and in the spirit of the signed **Diversity Charter Croatia**, Zagreb Airport is committed to protecting against discrimination, fostering equal opportunities, and creating a working environment based on mutual respect and appreciation of individual differences.

By signing the Charter and adopting this Policy, we commit to:

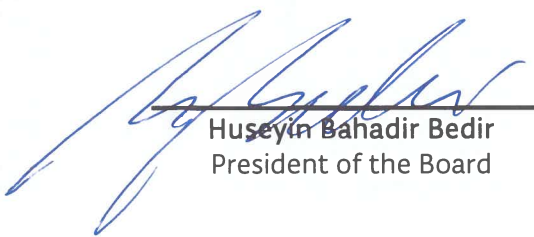
- Develop, implement, and regularly improve the **diversity and non-discrimination policy**.
- Foster an **organizational culture based on inclusiveness**, mutual respect, and equality.
- Promote equal access to professional development, career advancement, and participation in decision-making processes.
- Prevent all forms of discrimination, harassment, and unequal treatment.
- Integrate and promote diversity values in cooperation with partners, suppliers, and other stakeholders.
- Systematically monitor and evaluate the implementation of the policy to ensure its effectiveness and continuous application.

For Zagreb Airport, diversity and equality are not only an obligation but also a **value that contributes to safety, service quality, and sustainable development**. Each of our employees, passengers, and partners is part of the shared vision of an airport that connects people, cultures, and opportunities.

This policy will be displayed on the company intranet and will be available on the website.

This policy has been endorsed and approved by:

Zagreb, 05th of September 2025



Huseyin Bahadir Bedir
President of the Board



David Gabelica
Member of the Board



Nicolas Dutheil
Member of the Board