

## **Equal Opportunities Policy**

One of the basic principles of the Foundation is ensuring equal opportunities for all. We are committed to meeting the highest standards of this principle, pursuing our own ethical values and extending them to all those involved in our activities.

We believe that every person is unique, we value everyone for their individuality, and we strive to find an individualized approach. We respect diversity of personal values, views and outlooks.

We support fair and impartial assessment of ideas, skills and abilities and we do not tolerate any direct or indirect discrimination, humiliation, recrimination or unfair treatment of anyone.

We recognize the difference between formal and genuine equality and consistently implement this understanding, therefore we always create equal opportunities for all people interacting with the Foundation.

We strive to expand access to our activities for people with special needs, ensuring that everyone has an accessible and comfortable physical and mental environment to engage in our competitions.

We acknowledge that equality, accessibility and inclusion are living concepts free of superficial solutions and generalized approaches. This is why we value personalized approach based on the principle of respect for human dignity and equal opportunities.