



Equal Opportunities Policy

WavEC is committed to equal opportunities and non-discriminatory procedures and practices.

Our Equal Opportunity Policy commits us to ensuring that there is no unjustified discrimination in the recruitment, retention, training and development of staff on the basis of age, gender, disability, marital status, pregnancy and maternity, political opinion, religion and belief, race/ethnicity and sexual orientation.

WavEC is therefore committed to a policy and practice which require that, for any staff member, progression in their careers will be determined only by personal merit, by performance and by the application of criteria that are related to the duties and conditions of each particular post and the needs of WavEC.

WavEC is committed to:

- Understanding, valuing and working with diversity to enable fair and full participation in our work;
- Treating individuals with whom we work fairly and with dignity and respect;
- Playing our part in removing barriers caused by inequality and discrimination.

We aim to abide by and promote equality legislation to avoid unjustified discrimination, recognising such discrimination as a barrier to equality of opportunity, inclusion and human rights.

WavEC complies with the legal provisions on equality in work and employment, in particular the rules set forth in Directive No. 2006/54/EC of the European Parliament and of the Council of 5 July on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, Article 24 of the Labour Code, which refers to the right to equality in access to employment and work, and Law no. 60/2018, of 21 August, which approves measures to promote equal remuneration for women and men for equal work or of equal value.

All staff are required to ensure their behaviour is consistent with this policy.

This policy will be amended as appropriate to reflect new legal and regulatory developments and ensure good practice.

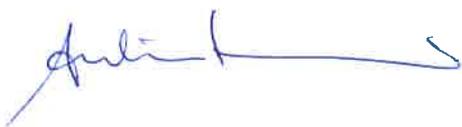
Annex: Signed declaration (Portuguese version)

DECLARAÇÃO

WAVEC OFFSHORE RENEWABLES – CENTRO DE ENERGIA OFFSHORE, associação sem fins lucrativos, com sede na Rua Dom Jerónimo Osório, n.º 11, 1.º andar, 1400-119 Lisboa, com o número de identificação de pessoa coletiva 506358267, com o número de identificação de Segurança Social 20016536636, neste ato representada pelo **SENHOR PROFESSOR DOUTOR ANTÓNIO SARMENTO** e pela **SENHORA DRA. ANA BRITO E MELO**, na qualidade de Diretores, com poderes para o ato, doravante designada como “**CONCORRENTE**”, declara sob compromisso de honra que cumpre as disposições legais aplicáveis em matéria de igualdade no trabalho e emprego, designadamente as normas previstas na Diretiva n.º 2006/54/CE, do Parlamento Europeu e do Conselho, de 5 de Julho, relativa à aplicação do princípio da igualdade de oportunidades e igualdade de tratamento entre homens e mulheres em domínios ligados ao emprego e à actividade profissional, o artigo 24.º do Código do Trabalho, referente ao direito à igualdade no acesso ao emprego e no trabalho, e a Lei n.º 60/2018, de 21 de Agosto, que aprova medidas de promoção da igualdade remuneratória entre mulheres e homens por trabalho igual ou de igual valor.

Lisboa, 20 de Setembro de 2018

Pela Concorrente,



António Sarmiento
Director



Ana Brito e Melo
Directora