

Arzinger's policy on cancer and support for employees with the disease

Dear colleagues! It is very important for us to create an open and inclusive workspace so that everyone who has faced a serious disease feels comfortable. This is why we decided to join the international initiative Working with Cancer.

Why? Every year, more than 130 thousand Ukrainians are diagnosed with cancer. Unfortunately, over 50% of all people with cancer are afraid to tell their employers about it. At the same time, 92% of patients believe that the support they receive at work has a positive impact on their health. Therefore, we aim to create a supportive workplace for those living with cancer. It is important for us to provide an open culture of caring and promote the recovery of all employees with this disease.

No one should be afraid!

We understand that change takes time. But we want our company to make it as safe as possible to share your experience of fighting cancer or any other serious disease. Therefore, the first and most important thing we want to do is to familiarize you with the initiative and the existing policy regarding our team support.

Arzinger commits itself to:

- Ensuring that any employee with cancer retains the job for at least 1 year (upon disease detection)
- Paying a salary to any employee with cancer for at least 1 year (from the date of diagnosis)
- Providing a one-time assistance of UAH 70,000 (from the Employee Support Fund), and the company will increase the amount required for treatment if necessary
- Organizing, if needed, a flexible work schedule for adherence to treatment and medical appointments
- Offering career support to the affected employees after they return to work to help determine whether they prefer to do the same job or try something different, depending on their post-treatment capabilities
- Offering support to employees who take care of family members with cancer. This support can take the form of flexible working hours and additional financial benefits.

By joining the #workingwithcancer movement, we are calling not only for awareness, but also for action to create real cultural change. We are confident that, together, we can improve the workplace for those living with cancer and positively impact the lives of our colleagues.

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