

## Pay Equity Policy

Pharos University supports the principle of equal opportunities in employment as per the Egyptian Labor Law Article (35) and believes as part of that principle; all staff shall receive equal pay and treatment.

This policy is set to ensure there is no pay discrimination within practice and to eliminate any systemic bias and discrimination and to ensure that women are treated on the same basis as men in terms of compensation for the work they perform.

Pharos University provides equal pay to all staff and is committed to making pay scale using reasonable standards based on everyone's qualifications. No person shall be subject to unequal pay based on; race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as; an individual with a physical or mental disability unrelated to ability, military status, genetic information, marital status, parental status, ancestry, source of income. This policy includes the commitment to maintaining a work environment free of inequality and discrimination.

All staff should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. All forms of pay are covered by this policy, including salary, bonuses, social insurance, vacation and holiday pay, reimbursement for travel expenses, and benefits.

This policy applies to all academic and non-academic staff employed by Pharos University including all faculties, divisions, and departments.

### Endorsement

Prof. Mahmoud Mohy El Din

Pharos University President

M.M. Mohy El Din

