**Evidence to show that projects to which the entity lends have non-discriminatory practices in terms of benefits and remuneration for both men and women employees.**

PKSF does not allow any discrimination against any employee or project participants for employment because of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression. All personnel who are responsible for hiring and promoting employees and for the development and implementation of the activities are charged to support this effort and to respond promptly and appropriately to any concerns that are brought to their attention.

PKSF follows and encourages its Partner Organizations (POs) to maintain a uniform pay scale for all incumbents irrespective of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression. PKSF treated this as a serious offence in case of its violation of non-discriminatory policies that are described.