

DIVERSITY CHARTER IN POLAND

Diversity constitutes a fundamental value of the modern society. Equal rights policies and diversity management translate into measurable benefits and drive forward the development and innovativeness of organizations. Taking into consideration the respect for a diverse multicultural society and placing special emphasis on policies promoting equal rights, irrespective of **gender, age, disability, health, race, nationality, ethnic origin, religion, creed, irreligiousness, political views, union membership, psychosexual orientation, sexual identity, family status, lifestyle, employment form, scope and basis, other types of cooperation, or other traits which may give rise to discrimination**, our organization undertakes to implement diversity management and equal rights policies and to promote and disseminate them among all of its stakeholders. In light of the above, we hereby make the following commitments:

- To **create a corporate culture and atmosphere** which ensures respect for diversity, by means of mainstreaming diversity management, age management and equal opportunities in **policies and procedures applied in our organizations**;
- To introduce **internal institutional solutions** in order to promote the development of equal rights, including the appointment of a person or team to coordinate all efforts meant to combat discrimination and mobbing in the workplace;
- To develop and implement equal rights and diversity management policies in the workplace, with special emphasis placed on **recruitment, access to training programmes and promotion opportunities, remuneration, reconciliation of professional and family obligations, protection from mobbing and unjustified dismissal**;
- To introduce anti-discrimination and anti-mobbing monitoring, as well as **cyclical educational schemes focusing on combating discrimination and mobbing, in order to build awareness and enhance relevant knowledge through training sessions, workshops and activities for all employees, especially including the management team**;
- To engage in **dialogue** with employees as regards the adopted diversity management policy and to notify the organization's stakeholders – especially its employees, but also its clients, business partners, associates, shareholders, vendors and subcontractors – of the introduction of a diversity management model and the results of such an approach;
- To **draft annual reports** on relevant activities and their practical results;
- To promote and disseminate diversity management in Poland.