

Diversity policy

The organisational culture and activities of all companies from the EPP capital group (the company belonging to the group is defined for the purposes of the Policy as **EPP**) is founded on the respect and promotion of multi-level diversity.

The diversity of experience and perspectives, as well as competences, resulting from individual diversity generates added value for the organization and its business. Sharing competences is a drive for development and a factor of better quality of work and services provided.

By recognising the value of diversity, EPP not only undertakes to combat all forms of discrimination, but also adopts the Diversity Policy, the aim of which is to promote and support diversity and to use its potential as part of its business.

All activities related to the implementation of the Diversity Policy at the same time aim at ensuring equal opportunities of professional development for all EPP employees and associates.

This Policy is an expression of EPP commitment to sustainable development.

EPP will report annually on the implementation of the Diversity Policy.

I. Diversity in the organisation

1. Managing diversity in EPP is an informed activity consisting in recognising the differences between people and their use for the benefit of the organisation, while fully respecting the observed differences and without violating the right to privacy.
2. EPP adopts policies and programmes aimed at promoting diversity, supporting and understanding it. EPP does not accept the situation of lack of respect for diversity.
3. The ambition of EPP is to create a workplace in which everyone will feel that they are respected, independently of, inter alia, gender, sexual orientation, age, disability, health, nationality, ethnic or racial origin or religion.
4. At the same time, EPP strives to create a team of people with high competence and qualifications in terms of education, skills and professional experience, and EPP also wants to support its employees and associates.

II. Age diversity

1. EPP recognises the value of intergenerational dialogue and sharing knowledge that may result from the richness of experience of different generations. Therefore, when building teams, EPP takes into consideration age differences.
2. The transfer of knowledge and competences between generations is facilitated by employing young people and persons over the age of 57.
3. EPP is open for people who are just entering the labour market, offering internships and training, and supports employees over the age of 57 to help them develop their competencies in the direction forced by the rapidly changing reality.

4. EPP provides support to each employee in terms of professional needs, assistance in defining the development path, as well as taking advantage of the possibility of to adapt working time to individual needs. The aim of EPP is to educate its team, especially those who have just entered the market, and to notice and use the potential of each employee and associate. In this way, EPP wants to ensure the stability of the personal structure of its organisation while developing talents of its employees.
5. EPP appreciates the experience and competence of all employees and associates, regardless of their age. Neither young age nor mature age may constitute an exclusive obstacle (or an exclusive criterion) for promotion, recognition of merits or further development.

III. Supporting return to work after long absence

1. EPP cares for retaining employees and associates with high qualifications and professional competences in its structure. Therefore, EPP, as part of its employment policy, seeks to ensure that qualified people are able to return to work efficiently after longer absence caused by e.g. health problems.
2. The policy of supporting the return to work also applies to parents returning from maternity or parental leave.
3. EPP provides persons returning after long absence with professional support in the form of e.g. training and mentoring from the superior or another person designated by him or her – in the first weeks after their return to EPP. EPP also sees the value in supporting a person returning after their absence by EPP employees and associates.
4. Longer absences often involve significant changes in the private life of employees and associates, which may lead to the need to work less than full time or to have more flexibility in the way work is performed. Due to this, EPP is open to individual talks, which will help to adjust the working time or the form of performing employee or contractual duties to the needs of people returning to EPP after a longer absence.

IV. Diversity at the level of managerial staff

1. EPP supports the principles and objectives of diversity at the level of managerial staff, recognising the value of the – diversity of competences, experience, perspectives that may be derived from individual diversity in the area of the management of EPP activities. The diversity and at the same time balance will be the selection criteria for managerial positions.
2. At the same time, the key criterion for the selection of persons holding managerial positions in EPP, including positions in the EPP Management Board, remains the substantive one, which is necessary to ensure that persons holding managerial positions act with due diligence, resulting from the knowledge and competences necessary for the management of a specific area of EPP activity. In the case of selecting candidates for the function of members of the Management Board, the diversity of competences and qualifications that will be complementary to each other from the management point of view will be an important factor.
3. EPP will provide support in the form of training and individual development activities to the persons selected for management positions and to the EPP Management Board.

V. Gender parity in the EPP Management Board

Bearing in mind the obligation of equal treatment in employment, which is the basic principle shaping the structure of EPP, actions will be taken to achieve gender parity in the structure of the Management Board of EPP, i.e. 50% of women and 50% of men, assuming an even number of members of the EPP Management Board.

VI. Principle of equal treatment

1. EPP shall apply the principle of equal treatment of employees while establishing and terminating employment, determining conditions of employment, promotion and access to training to improve professional qualifications, regardless of sex, age, disability, race, religion, nationality, political beliefs, trade union membership, ethnic origin, religion, psychological and sexual orientation, employment for a definite or indefinite period, full-time or part-time employment. This applies mutatis mutandis to associates.
2. EPP prevents discrimination and will not leave any signs of unequal treatment in employment or conduct that violates human dignity without a reaction. Any forms of discrimination should be reported in accordance with the EPP Whistleblowing Rules.