

WIPASZ GROUP DIVERSITY POLICY

1. Purpose of the Policy

The purpose of this Policy is to ensure a work environment based on respect for the dignity of every employee, equal opportunities, non-discrimination, promotion of diversity and inclusiveness, and to support the sustainable development of the organisation by using the potential of all employees.

The Policy forms part of the social responsibility management system within the Wipasz Group.

- sex;
- age;
- origin;
- nationality;
- race;
- religion or beliefs;
- disability;
- sexual orientation;
- marital status;
- trade union membership;
- political views;
- form of employment;
- length of service;
- any other characteristic protected by law.

2. Scope of Application

The Policy applies to all employees of the Wipasz Group, job applicants, persons cooperating under civil law contracts, trainees and interns, and members of the governing bodies of companies forming part of the Wipasz Group.

3. Principle of Equal Treatment

The Wipasz Group ensures equal treatment and prohibits any discrimination on the grounds of:

4. Implementation of the Diversity Policy

The Wipasz Group implements the principles of diversity, equality and inclusiveness in all areas related to employment and the work environment, including in particular recruitment, employment, remuneration, performance appraisal, promotions and access to training and professional development. All personnel decisions are made based on objective and substantive criteria, such as qualifications, competencies, professional experience and work performance.

The Wipasz Group is committed to creating a mutually respectful working environment in which diversity is a value that supports the development of the organisation.

The Management Board and Management Staff are responsible for supporting the implementation of this Policy, while the HR Department is responsible for its implementation, communication and supporting Management Staff in its application.

In order to ensure the effectiveness of the Policy, the Wipasz Group monitors selected indicators concerning the employment structure, including the share of women and men, remuneration levels and other data relevant from the perspective of equal treatment.

5. Reporting Violations

The Wipasz Group provides the possibility to report cases of violations of the principles of this Policy.

Reports may be made via the dedicated reporting channel, with confidentiality and protection against retaliation ensured, at: etyka@wipasz.pl.

The Wipasz Group ensures the confidentiality of reports and protection of reporting persons against retaliation.

6. Responsibility

The following are responsible, in particular, for the implementation, execution and compliance with this Policy:

Management Board:

- approval of the Policy;
- supervision over its implementation.

HR, Payroll and Human Resources Department:

- implementation of the Policy;
- monitoring its application;
- conducting educational and information activities

Management Staff:

- applying the principles of the Policy in day-to-day management;
- supporting compliance with the principles of the Policy.

Employees:

- compliance with the principles of the Policy.

7. Links with Other Documents

This Policy forms part of the social responsibility management system within the Wipasz Group and operates in connection with other internal regulations concerning employee rights, working conditions and ethical principles.

In particular, the Policy is linked to the Wipasz Group Code of Ethics, the Wipasz Group Supplier Code of Ethics and other regulations applicable within the Wipasz Group concerning employee rights, working conditions, ethical principles and human resources management.

8. Final Provisions

The Policy has been implemented, introduced for application and is generally available on the official website at <https://www.wipasz.pl>.

The Policy is subject to periodic reviews, and the Wipasz Group strives to continuously improve it in accordance with applicable laws and best practices.