

WIPASZ GROUP EQUALITY POLICY

1. Purpose of the Policy

The purpose of this Equality Policy is to ensure equal treatment and equal opportunities in employment for all employees of the Wipasz Group, regardless of their personal characteristics.

The Wipasz Group undertakes to create a work environment based on respect for dignity, fairness, transparency and objective criteria for employee assessment.

The Policy forms part of the Wipasz Group's social responsibility and sustainable development management system.

- recruitment;
- employment conditions;
- remuneration and benefits;
- access to training;
- promotions;
- performance appraisal;
- and termination of the employment relationship.

Within the Wipasz Group, any forms of discrimination, mobbing, harassment, violence, intimidation or unequal treatment are prohibited, in particular on the grounds of sex, age, nationality, origin, race, religion or beliefs, disability, sexual orientation, marital status, trade union membership, views or other characteristics 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 in all aspects of employment, in particular with regard to:

4. Equal Pay

The Wipasz Group ensures equal pay for the same work or work of equal value. Remuneration is determined based on the scope of duties, responsibility, competencies, experience and work performance. The Wipasz Group monitors remuneration levels, including analysing the gender pay gap, in order to ensure compliance with the principle of equal treatment.

5. Implementation of the Policy

The Wipasz Group implements the principles of equality by:

- applying objective recruitment criteria;
- ensuring equal opportunities for professional development;
- ensuring equal access to training;
- applying fair remuneration principles;
- promoting an organisational culture based on respect.

6. 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.

7. 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.

8. Monitoring and Improvement

The Wipasz Group monitors the implementation of the Policy by analysing data concerning:

- employment structure;
- remuneration levels;
- promotions;
- cases of violations.

The Policy is subject to periodic reviews and continuous improvement.

9. 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.

10. Final Provisions

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