

THE DIVERSITY POLICY OF PCC ROKITA

The Diversity Policy of PCC **Rokita SA** is based on the provisions of the Diversity Charter adopted by the company in 2015 (the Company is a formal Signatory of the Charter).

Diversity is a fundamental value of today's society, and it is of great importance to the functioning and development of **PCC Rokita SA** and to the company's market position, especially when considering its international scope of activity. The Diversity Policy that has been introduced into the Company aims to fully utilise the potential of its employees, their diverse skills, experience and talents in an atmosphere of respect and support.

The purpose of implementing the Diversity Policy is to build an organisational culture oriented towards diversity, which leads to increased work efficiency as well as facilitates building trust and prevents discrimination. All the provisions of this document are an integral part of **PCC Rokita SA's** Code of Conduct as well as of the Code of Ethical Conduct for the Suppliers of the Company.

PCC Rokita SA implements the principles of diversity management and the policy of equal treatment with respect for a diverse, multicultural society, placing particular emphasis on equal treatment regardless of one's gender, age, disability, health, race, nationality, ethnicity, religion, faith or lack of it, political beliefs, trade union membership, psychosexual orientation, gender identity, family status, lifestyle, or form, scope or basis of employment or cooperation, or any other grounds for discrimination.

The key aspect of the implementation of the Diversity Policy consists in creating the right work atmosphere – one that makes employees feel respected and appreciated and that makes them feel they can develop and fully realise their professional potential. At **PCC Rokita SA**, we pursue a culture characterised by an atmosphere of dialogue, openness, tolerance and teamwork, as well as an approach that minimises the risks associated with the loss of valuable employees.

When selecting the companies' governing bodies and their key managers, we strive to ensure versatility and diversity, especially in the terms of gender, education, age and professional experience. The aspects that are of particular importance here are high qualifications and being professionally ready to perform a given function.

The Management Board of **PCC Rokita SA** assures that the Diversity Policy is comprehensible, and that it has been introduced and is being followed at all levels of the organisation.

Brzeg Dolny, 8th November 2017



Wiesław Klimkowski
President of the Management Board, CEO
PCC Rokita SA