



## PHARMACEUTICAL WORKS POLPHARMA S.A.

19 Pelplińska Street, 83-200 Starogard Gd.

### CORPORATE DIVERSITY POLICY


Corporate number 100/2022/0


Internal number ZF/220/2022/0

Procedure approved by the Resolution of the Management Board

No X/101/22 of 21.12.2022

Effective from 21.12.2022

COMPANIES, IN WHICH THE POLICY APPLIES		
		DATE OF INTRODUCTION
 <b>Polfa Warszawa S.A.</b>	Warszawskie Zakłady Farmaceutyczne Polfa S.A.	.
 <b>polpharma</b>	Pharmaceutical Works POLPHARMA S.A.	21.12.2022

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## Introduction

We are a diverse team in which the commitment and uniqueness of each person build the strength of our organisation. The Diversity Policy sets out Polpharma's standards and expectations for those who work for our company in order to create a friendly and open workplace where everyone has equal opportunities and feels comfortable.

## Policy objectives:

- Create an organisational culture free of prejudice, stereotypes and discrimination, in which diversity and equal opportunities allow each person to be themselves and create their own paths of personal and professional success. We promote the culture of:
  - diversity** – which means a work environment in which we are aware of inborn (gender, age, nationality, race, degree of physical ability, sexual orientation) or acquired (worldviews, parenthood, education, place of residence, etc.) differences and accept them in an atmosphere of mutual respect and in accordance with the rules of social conduct;
  - equity** – which means that we make fair and unbiased decisions based on competences, experience and performance; we create an environment that provides equal development opportunities for those working for the company;

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**inclusiveness** – which means a way of doing things that accepts, respects and embraces diversity, thereby building a sense of belonging – both in interpersonal relations and at the level of organisational processes.

- Emphasise strategic importance of the culture of diversity, supporting our corporate values: *act with ownership, act as one, act with openness*, and stemming from the principles of the Polpharma Group Code of Ethics.
- Create an open, friendly and inclusive environment. A place where every working person can develop and freely share ideas and comments, where they feel listened to and appreciated for the contribution they make to the operation and development of the company.

## Commitments

We are committed to:

- promoting respect towards diversity;
- promoting an organisational culture where every working person is valued for their contribution to the operation and development of the company, and where diversity is an added and desirable value;
- promoting the principles of equal treatment in employment and professional development by implementing practices of impartial evaluation of people working at Polpharma:
  - regardless of inborn or acquired differences;
  - regardless of organisational identity, i.e. departmental affiliation, period and form of employment, location, etc.;
- monitoring the sense of equitable treatment and belonging among people working at Polpharma;
- a zero-tolerance policy against mobbing, which may manifest itself as intimidation, humiliation or harassment, and to preventing all forms of discrimination;

improving the knowledge of those working for the company and communicating with stakeholders to build an organisational culture that is open to diversity.

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## Principles

In creating a workplace that is friendly and open to diversity, Polpharma expects people working in and cooperating with the company to conduct themselves in accordance with Polpharma's values and to respect the following principles:

- Treat others with respect, accept differences, and be open to different points of view.
- Act together, include, appreciate and support each other, regardless of differences.
- Communicate based on kindness and a desire for mutual understanding.
- Be aware of how expressing extreme views, prejudices and stereotypes affect others.
- Respond to and report misconduct, whether you experience or witness it.
- Be aware of the consequences of activities violating the law, ethical principles or Polpharma's Diversity Policy.

## Related regulations

The Diversity Policy is part of a broader effort by Polpharma to create an open and ethical workplace. Please review the following documents:

- Polpharma Group Code of Ethics
- Polpharma Group's Values
- Violation Reporting System
- Procedure for Prevention of Mobbing and Discrimination at Work
- Diversity Charter, to which Polpharma is a signatory

We intend to regularly evaluate compliance with this policy, monitor the relevant provisions, and make changes as necessary to ensure that it is always up to date.