

PCC EXOL SA DIVERSITY POLICY

The **PCC EXOL SA** Diversity Policy, based on the Diversity Card, was adopted by the Company in 2014, which is its official signatory.

The diversity is a fundamental value of modern society and is of great importance for the operation and development of **PCC EXOL SA** and its position on the market, especially in terms of the international expansion of the business. The diversity policy implemented in the Company aims at using its employees' potential to the fullest, as well as their skills, experience and talents, in the atmosphere of respect and support.

The objective of the implementation of the Diversity Policy is the creation of organisation culture focused on the diversity, which leads to the increase of productiveness, builds trusts and counteracts discrimination. All the provisions of this document constitute an integral party of the Code of Conduct applied in **PCC EXOL SA** and the Code of Ethical Conduct for the Suppliers.

PCC EXOL SA implements the diversity management rules and the equal treatment policy driven by the respect for diversified, multi-cultural society and with the emphasis on the equal treatment regardless of the gender, age, disability, health status, race, nationality, ethnic origin, religion, religious beliefs, lack of belief religious beliefs, political beliefs, trade union membership, psychosexual orientation, gender identity, family status, lifestyle, form, scope and basis of employment or cooperation and other factors which may be subject to discrimination.

The core activity in scope of the execution of the Diversity Policy is the creation of an appropriate atmosphere at work which makes employees feel respected, valued and gives room for their self-development and development of their professional potential. At **PCC EXOL SA** we create culture of dialogue, openness, tolerance and team work and we adopt an attitude minimising the risk of loss of valuable employees.

While choosing the management and key managers of the company, we strive to ensure versatility and diversity in the terms of gender, careers, age and professional experience. High qualifications and relevant preparation for performance of specified positions are key criteria for that choice.

The Management Board of **PCC EXOL SA** makes sure that the contents of Diversity Policy are clear and ensures its announcement and implementation at every level of the organisation.

Brzeg Dolny, 6th of November 2017



Mirostaw Siwirski
President
of the Management Board
PCC EXOL SA