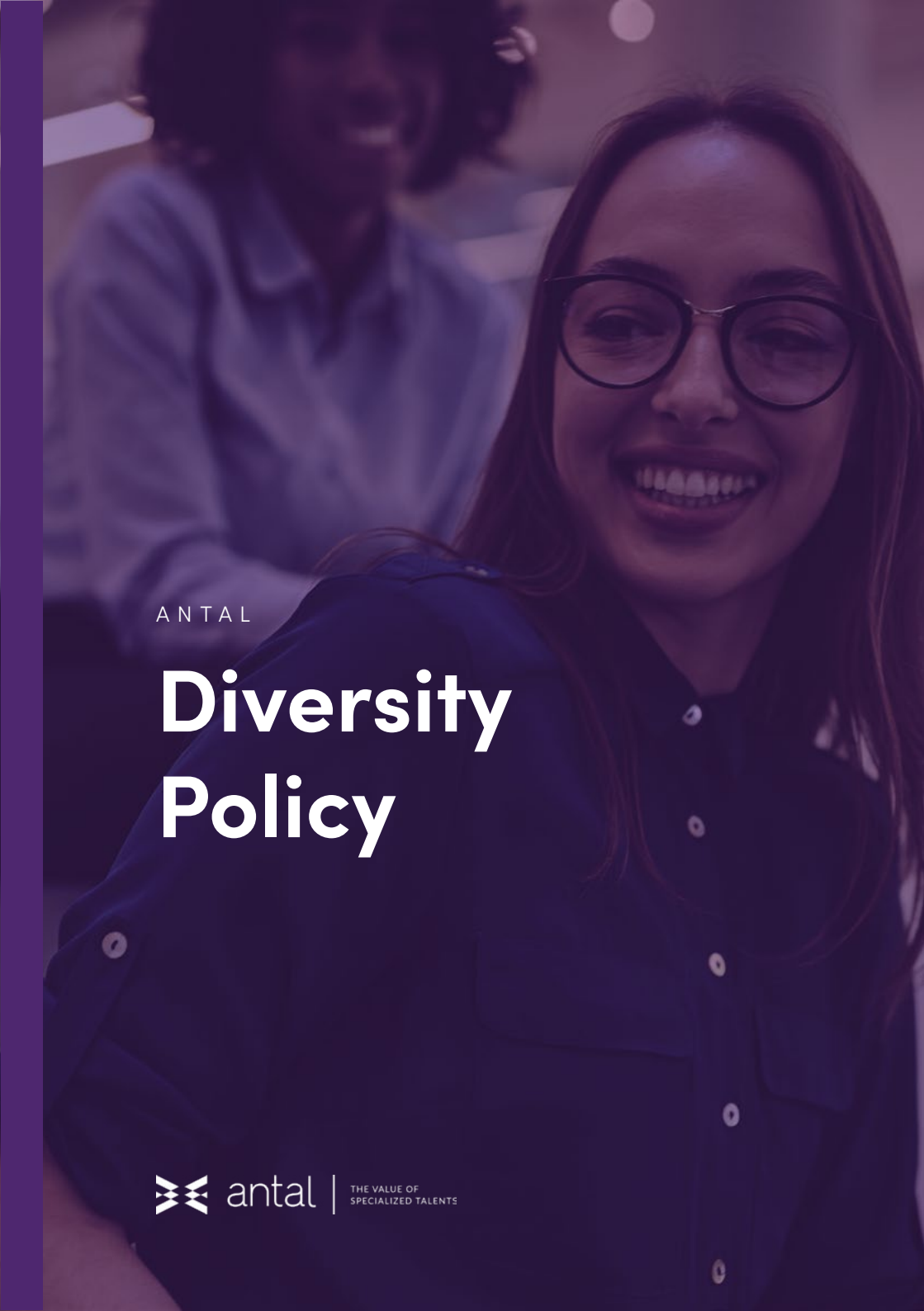




ANTAL

Diversity Policy



antal

THE VALUE OF
SPECIALIZED TALENTS

HOW DO WE UNDERSTAND DIVERSITY AT ANTAL?

At Antal Sp z o o by diversity we mean recognising the uniqueness of every person, their unique aptitudes and competencies, regardless of the differences that divide us. These differences may be based on visible and invisible, congenital and acquired characteristics, such as gender, age, origin, disability, sexual orientation, family and marital status, professed values, political beliefs, personality traits, education and interests. We believe that respect for diversity is one of the of basic human rights and freedoms.

WHY DO WE IMPLEMENT A DIVERSITY POLICY AT ANTAL SP Z O O?

Respect for every individual is a core value of our daily work, in every area of our business. Each of us is unique, which is why we pay particular attention to recognising, respecting and appreciating the diversity of our employees, business partners and recipients of our services. It is on them that the success of Antal Sp z o o depends. We believe that acting in compliance with our diversity policy contributes to creating the sustainable value of our company.

WHO DOES THE DIVERSITY POLICY APPLY TO?

Every employee of Antal Sp z o o is required to comply with this policy. In line with the Policy, we promote attitudes of respect and appreciation of diversity among all our employees, business partners and recipients of our services, at every stage of our business.

WHAT BENEFITS DO WE SEE IN A DIVERSE TEAM?

At Antal Sp z o o we believe that a diverse and close knit team is an opportunity to enhance efficiency and creativity of employees. Respecting their uniqueness increases their job satisfaction. A diverse team also means a better understanding of the needs and expectations of our business partners and service recipients.

WHAT ACTIONS DO WE TAKE TO PROMOTE DIVERSITY?

At Antal Sp z o o we strive to create a working environment that meets the diverse needs of all individuals so that they can fully realise their potential in their private and professional lives.

AT ANTAL SP Z O O WE PROMOTE DIVERSITY THROUGH:

- **nurturing a diverse management staff:** when selecting members of the management board, directors and key managers at Antal Sp z o o high qualifications, professional experience and substantive background regarding the scope of responsibilities are of decisive importance;
- **building diverse teams:** we make sure that each team is open to employees with diverse experience and insights;
- **implementing a culture of openness,** opportunities to exchange competencies and ongoing constructive feedback;
- **adherence to the principles of equal opportunities:** every employee has equal access to training, promotions, benefits and remuneration. We evaluate and promote employees taking into account only their competencies, performance and commitment to their work;
- **creating a friendly working atmosphere:** we promote attitudes of respect for diversity and acceptance of individual preferences among employees;
- **applying transparent recruitment criteria:** when recruiting employees, we apply the principle of equal opportunities and enable any interested person to take part in the recruitment process. The key factor in selecting a candidate is matching competencies to the scope of responsibilities, supporting the development of passions and interests;
- **supporting the reconciliation of work with private and family life:** we implement solutions and take initiatives to support the family and private life of our employees (e.g. flexible working hours, hybrid working);
- **proactively counteracting discrimination and bullying,** as well as protecting against unjustified dismissal, pursuant to the company's good bullying prevention practices.

WHAT ARE OUR COMMITMENTS UNDER THE DIVERSITY POLICY?

At Antal Sp z o o we are committed to reporting annually on the actions taken to comply with, promote and disseminate the diversity policy among employees, business partners and recipients of our services.