

# PGE GROUP DIVERSITY POLICY

---



*Prowadzimy w zielonej zmianie*

## PREAMBLE

PGE Group's Diversity Policy sets the direction for diversity and the development of a friendly, accepting workplace for employees and others, including business partners. The Policy is a document that sets the standards for taking diversity into account in the fostering of the working environment.

The Policy covers both PGE Polska Grupa Energetyczna S.A. as the Parent and the other Group companies, which, on the basis of the Policy, issue relevant declarations and documents appropriate to the purpose, size and context of these organisations and the specifics of their employment structure.

The values and rules presented in the Policy are a refinement of the provisions of PGE Group's current Code of Ethics, especially the principles contained in its second part: "People in our Company." – "We care for friendly working conditions" and "We improve ourselves and are proactive and show initiative."

## DECLARATION OF DIVERSITY

We acknowledge that diversity can manifest itself in different areas and arise from different sources, both biological and social. Dimensions of diversity can include in particular:

- race, nationality, ethnicity, gender, age, health (including disability),
- religion or spirituality, culture, political beliefs, education, place of residence, place of origin, family status, social and economic status, abilities, views, personality, knowledge, gender identity,
- seniority, position, organisational assignment, membership of social, professional or trade union organisations, form of employment, experience.

Our goal is to create a working environment that is open to different viewpoints, multiculturalism and diversity of thinking, based on cooperation, mutual support, showing respect and ensuring fair and equal treatment of employees and others, including our business partners.

PGE Group companies employ a diverse range of people and work for a wide array of customers. We are committed to building an inclusive culture that respects and maximises the contribution of all employees.

We believe that through diversity we can fully realise our values, follow ethical principles and achieve business results in a fair and collaborative manner.

At PGE Group, we believe that every person is unique, which is why we respect and value the diversity and individuality of employees and others, including our business partners.

We believe that diversity enables us to exchange knowledge, views and perspectives, develop talents and complement each other's development areas, which yields effective synergies, including developing solutions that are born out of diversity.

Building a market advantage and being a leader in sustainable transition is based on an efficient and effective organisation, built with diversity in mind, that achieves the aforementioned outcomes.

We are pursuing the objectives mentioned above particularly in the areas of:

- recruitment, selection and employment,
- access to professional development,
- creating a workplace free of harassment, discrimination and other inappropriate behaviour that is contrary to the Code of Ethics, but does not meet the threshold for harassment or discrimination,
- internships and apprenticeships,
- remuneration and job evaluation,
- vertical and horizontal promotions,
- employee evaluation,
- problem and conflict resolution.

## OUR STANDARDS IN ENSURING DIVERSITY AT PGE GROUP

At PGE Group companies, any behaviour, omission, action or decision that will lead to barriers in the area of diversity or to a lack of respect towards other people and their diversity is not tolerated.

PGE Group companies, including executives, managers, employees and others, observe the principle of non-discrimination in their daily work and take measures to counteract discrimination as well as other inappropriate behaviour.

PGE Group companies implement appropriate standards for counteracting discrimination and harassment and actively apply them, with particular emphasis on enabling the reporting of suspected discrimination and harassment as well as other inappropriate behaviour.

At PGE Group companies, teams, both structural and project teams, are created and expanded with respect for diversity.

PGE Group companies observe the rules of equal opportunities, understood as equal access to training, promotions, benefits and remuneration.

PGE Group companies use work, performance and competence evaluation systems that take into account only competence, performance and commitment.

At PGE Group companies, attitudes of respect for diversity and acceptance of individual needs are promoted.

The implementation of new processes and solutions should take into account the creation of a diverse working environment.

PGE Group companies make it possible to reconcile work and private life with a balance between these aspects, using the tools provided for by law, with particular regard to the institutions listed in the Labour Code.

Internship and apprenticeship programs are promoted at PGE Group, as well as mentoring and knowledge transfer between employees and other people connected with PGE Group who represent different generations, which provides an opportunity to learn from each other, exchange knowledge, broaden horizons and learn about different points of view.

## HOW WE SPEAK ABOUT DIVERSITY

Units performing tasks in the area of human capital management (HCM) in individual PGE Group companies monitor actions taken to implement the Policy.

By the end of the first quarter of a given year at the latest, the unit responsible for Human Resources Management at PGE Polska Grupa Energetyczna S.A. presents to the units responsible for Human Resources Management at PGE Group companies the directions of monitoring of the Policy implementation and potential indicators for reporting.

Once a year, after the end of a given year, PGE Group companies present a report on the activities undertaken for the implementation of the Policy in the previous year to the unit responsible for carrying out the tasks of the HCM.

A report on the actions taken to implement the Policy is presented to the Management Board of PGE S.A.

The report on actions taken at PGE Group is communicated both internally and externally.