



Diversity Policy

of Bank Ochrony Środowiska S.A.

Chapter 1

General provisions

§ 1

For the purposes of this „Diversity Policy of Bank Ochrony Środowiska S.A.”, hereinafter referred to as the „Policy”, the following definitions are introduced:

- 1) Bank – Bank Ochrony Środowiska S.A., BOŚ S.A.;
- 2) Management Board - the Management Board of Bank Ochrony Środowiska S.A.;
- 3) Diversity - features of the Bank’s employees, including age, gender, education, skills, knowledge and professional experience, ensuring a variety of views among the Bank’s employees allowing for the effective performance of the entrusted duties and the proper functioning of the Bank.

§ 2

1. The purpose of the Policy is :
 - a) supporting the implementation of the Bank’s strategic goals by fulfilling the principle of diversity;
 - b) promoting the employment of the Bank’s employees taking into account the principle of diversity;

- c) creating a friendly work environment where every employee feels respected and valued, and can realise their individual potential, which translates into organisational success;
 - d) building an organisational culture based on mutual respect.

2. Taking into account the diversity of the Bank’s employees may not prejudice the proper functioning of the Bank.

§ 3

The policy with regard to the selection of people performing key functions at the Bank is implemented taking into account the provisions of the „Policy of assessment of suitability for key (most important) functions and persons holding key (most important) functions in Bank Ochrony Środowiska S.A.”.

Chapter 2

Policy principles

§ 4

1. The Bank is committed to the principle of non-discrimination in employment, whether direct or indirect
2. Taking care of diversity in the Bank means non-discrimination in any way, both directly and indirectly due to: gender, age, disability, health condition, race, nationality, ethnic origin, religion, denomination, non-denominational, political beliefs, trade union membership, orientation sexual identity, gender identity, family status, lifestyle, employment basis, and other premises that may expose you to discriminatory behaviour.
3. Respect for others and ecology, by taking care of oneself, others and the natural environment, is one of the most important values included in the Development Strategy of Bank Ochrony Środowiska S.A.
4. The implemented HR policy at BOŚ S.A. in all processes, in particular recruitment, performance appraisal, promotion and professional development takes into account such elements of diversity as gender, education, age and professional experience recognising diversity and equal opportunities as important competitive advantages which allow to acquire and retain talented employees and to use their full potential.
5. The Bank has implemented the „Internal Anti-mobbing Policy”, which sets out the rules for counteracting mobbing, discrimination and harassment in BOŚ S.A. Moreover, training courses and workshops are organised for the Bank’s employees to raise awareness and knowledge in this field.
6. The Recruitment Regulations in force at the Bank stipulate that the recruitment process is carried out in a way that gives equal opportunities to candidates applying for the same position. The basic criterion for selecting candidates is compliance with the required job profile in terms of competence, experience, knowledge, motivation and personality.
7. The Bank takes measures to support the employment of people with disabilities. The „Bank open to the disabled” programme was implemented, which enables professional activation of the indicated group of people.
8. The Bank has a transparent remuneration policy that ensures equal treatment of all employees. The pillar of the remuneration policy is the valuation of job positions based on merit criteria. Remuneration reflects the competencies required for the position, the complexity of the work, the responsibilities, the work experience and the remuneration practice in the banking sector.
9. The employee appraisal system is based on the assessment of performance and competencies, serving the development of employees and shaping attitudes consistent with the key values of the Bank, and its primary objective is to unequivocally identify behaviours that are a model to follow by others as well as such behaviours that due to the strategic challenges of the Bank need further development and improvement.
10. The competence development strategy covering all employees guarantees that training and development activities are organised for employees based on universal and objective criteria, i.e. from the necessary updating of knowledge in the field of changes in legal regulations, the need to prepare the employee to take on new duties, including internal promotion, the Bank’s training priorities resulting from the implemented strategy, individual employee development.
11. The bank supports establishing sports sections, which strengthens cooperation and integration of employees.

Chapter 3

Scope and implementation of the Policy

§ 5

1. All employees of the Bank are obliged to comply with the principles of this Policy.
2. The rules described in separate regulations apply to Members of the Supervisory Board and Members of the Bank's Management Board, the provisions of which take precedence over the provisions of this Policy.
3. This Policy is subject to an annual review carried out by the HR Department, which includes an analysis in the context of diversity at the Bank, including the implementation of the principles referred to in Chapter 2. The results of the review together with recommendations for appropriate actions are presented to the Bank's Management Board.

Chapter 4

Final provisions

§ 6

1. The Policy shall apply without prejudice to mandatory provisions of law.
2. In matters not regulated in the Policy, the generally applicable provisions of law and internal regulations in force at the Bank shall apply.