

# Diversity policy

GRI: **103-1,103-2,103-3,103-2,406-1,405-2,405-1**

**GC RULES:1,6**

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The companies of the Grupa Kęty S.A. Capital Group have a long tradition and employ people who are in service for long years, sometimes bound with the company since the beginning of their professional career. Such capital of knowledge and skills within the organisation represents a measurable value, whereas such employment structure contributes to an exceptional organisational culture.

## Diversity supports business development



Managing teams, within which there are more differences between the co-workers than common elements, requires strong focus on relationship management. The role of the people responsible for human resources is mainly to ensure working conditions which support development and give the employees the feeling of safety, understood not only in physical context but also as mental comfort.

System solutions are needed and in that regard the Diversity Policy may be enumerated. One of the assumptions of the Policy is to transform diversity into business development, because the individual traits of the employees contribute to creative solutions.

The basic element is to prevent any forms of employees or contractors discrimination because of their sex, age, disability, health, race, nationality, ethnic origin, religion, denomination, atheism, political views, trade union affiliation, psycho-sexual orientation, gender identity, family status, lifestyle, the form, scope and basis of employment, other types of cooperation or other discriminatory grounds.

The companies fulfil their tasks related to propagating tolerance, preventing discrimination, as well as adjustment of workplaces and conditions of work to the particular needs of the employees. This is performed by way of training provision, introducing flexible forms of work, but also through payroll review, granting awards or benefits, and assessment of the criteria forming basis for granting the same.

The Diversity Policy is an extension of the guidelines set forth in the Code of Ethics of the Grupa Kęty S.A. Capital Group.

In 2018 no discrimination cases were reported, whereas the cases of dignity violation have been described in the Chapter.

### The level of average remuneration of women as compared to the average remuneration of men

GRI:405-2

The average remuneration of women as compared to the average remuneration of men in the majority of occupational groups is lower by ca. 15% on average.

There are groups of positions, i.e. executive and managerial ones, which are occupied by men only.

|     |                         | 2017 | 2018 |
|-----|-------------------------|------|------|
| EPS | executive officer       | 0%   | 0%   |
| EPS | director                | 80%  | 84%  |
| EPS | manager                 | 0%   | 67%  |
| EPS | specialist              | 79%  | 81%  |
| EPS | foreman                 | 0%   | 0%   |
| EPS | production area, worker | 85%  | 83%  |
| FPS | executive officer       | 0%   | 0%   |
| FPS | director                | 0%   | 0%   |

|     |                         | 2017 | 2018 |
|-----|-------------------------|------|------|
| FPS | manager                 | 92%  | 102% |
| FPS | specialist              | 88%  | 96%  |
| FPS | foreman                 | 0%   | 0%   |
| FPS | production area, worker | 102% | 93%  |
| ASS | executive officer       | 90%  | 82%  |
| ASS | director                | 0%   | 0%   |
| ASS | manager                 | 98%  | 82%  |
| ASS | specialist              | 83%  | 89%  |
| ASS | foreman                 | 94%  | 78%  |
| ASS | production area, worker | 92%  | 82%  |

## Employees by gender and type of relationship

### GRI:405-1

|           | 2017                |                        |                      |                     |                      |                         |                   | 2018                      |                        |                      |                     |                      |                         |                   |
|-----------|---------------------|------------------------|----------------------|---------------------|----------------------|-------------------------|-------------------|---------------------------|------------------------|----------------------|---------------------|----------------------|-------------------------|-------------------|
|           | employees by gender | trial period contracts | fixed-term contracts | permanent contracts | replacement contract | specific task contracts | mandate contracts | other civil-law contracts | trial period contracts | fixed-term contracts | permanent contracts | replacement contract | specific task contracts | mandate contracts |
| EPS women | 3                   | 46                     | 259                  | 0                   | 0                    | 0                       | 0                 | 15                        | 79                     | 259                  | 0                   | 0                    | 1                       | 0                 |
| EPS men   | 6                   | 199                    | 898                  | 0                   | 0                    | 0                       | 0                 | 40                        | 166                    | 938                  | 0                   | 0                    | 2                       | 0                 |
| EPS total | 9                   | 245                    | 1,157                | 0                   | 0                    | 0                       | 0                 | 55                        | 245                    | 1,197                | 0                   | 0                    | 3                       | 0                 |
| FPS women | 3                   | 29                     | 91                   | 0                   | 0                    | 0                       | 0                 | 9                         | 24                     | 98                   | 0                   | 0                    | 0                       | 0                 |
| FPS men   | 27                  | 136                    | 496                  | 0                   | 0                    | 0                       | 0                 | 22                        | 100                    | 544                  | 0                   | 0                    | 0                       | 0                 |
| FPS total | 30                  | 165                    | 587                  | 0                   | 0                    | 0                       | 0                 | 31                        | 124                    | 642                  | 0                   | 0                    | 0                       | 0                 |
| ASS women | 15                  | 249                    | 310                  | 0                   | 0                    | 2                       | 13                | 41                        | 214                    | 404                  | 0                   | 0                    | 37                      | 1                 |
| ASS men   | 53                  | 429                    | 886                  | 0                   | 0                    | 10                      | 52                | 59                        | 339                    | 1,031                | 0                   | 0                    | 152                     | 1                 |
| ASS total | 68                  | 678                    | 1,196                | 0                   | 0                    | 12                      | 65                | 100                       | 553                    | 1,435                | 0                   | 0                    | 189                     | 2                 |