



DIVERSITY POLICY

Diversity and openness are the values constituting integral parts of both business activities of the Company, and its hiring policy. Being one of the biggest employers in Poland, Budimex follows the principles of equal treatment and combat against all forms of discrimination, as it believes that these actions bring a material benefits and foster growth and innovation of the organisation.

Having regard to the respect for the diverse, multicultural society and putting emphasis on the policy of equal treatment with regard to sex, age, disability, health condition, race, nationality, ethnicity, religion, creed, lack of religion or creed, political beliefs, membership in trade unions, sexual orientation, gender identity, family status, lifestyle, form, scope of and basis for employment, other types of cooperation and other conditions exposing an individual to discriminatory behaviours, our organisation undertakes to implement the principles of diversity management and equal treatment policy, and to promote and disseminate them among all stakeholders of the organisation.

Having regard to the above, we undertake to:

- create favourable organisational atmosphere and culture fostering respect for diversity through the incorporation of diversity management, age management and gender equality into policies and procedures applicable in our organisation;
- introduce entity-wide, in-house solutions aimed at developing equal treatment policy, including but not limited to the designation of a person or team coordinating the combat against discrimination and bullying at the workplace;
- develop and implement the principles of equal treatment and diversity management at the workplace, with particular attention to the areas of: recruitment, access to trainings and promotions, salaries and wages, work-life balance, protection against bullying and unjustified dismissals;
- introduce monitoring against discrimination and bullying, and regular education initiatives on combating discrimination and bullying to increase awareness, knowledge in this area through trainings, workshops and actions dedicated to all employees, and particularly to the management;
- engage in dialogue with employees on the adopted policy of diversity management and inform stakeholders of the organisation – particularly its employees, but also customers, colleagues, business partners, shareholders, suppliers and contractors, about the adoption of diversity management model and its consequences;
- report on a yearly basis on actions taken and their practical implications.

Declaration by the President of the Management Board

Guided by the understanding of potential consequences and significance of the Diversity Policy for Budimex, I hereby undertake to set the objectives and goals resulting from this policy. I hereby commit to provide the necessary means for implementation of the policy, as well as full support, cooperation and determination in the implementation of the Diversity Policy.

PRESIDENT OF THE MANAGEMENT BOARD

Dariusz Blocher