

POLONEZ PLUS SPÓŁKA Z OGRANICZONĄ ODPOWIEDZIALNOŚCIĄ



POLONEZ PLUS

EQUALITY POLICY

Acting in the belief of inalienable and indivisible human rights, which are of a universal nature and result from the Universal Declaration of Human Rights, the Charter of Fundamental Rights of the European Union and the Constitution of the Republic of Poland, while establishing an effective way of creating a civil society and an innovative and socially responsible entrepreneur, implementing the principle of equality between people and effectively opposing discrimination and violence, including violence motivated by prejudice, emphasising that violence, unequal treatment and discrimination – based on gender, age, disability, ethnic or national origin, political views, race, religion, belief or non-denomination, gender identity or psychosexual orientation, etc. – hinder or prevent the use of individual and social potential, constituting a barrier to access to full participation in professional and private life,

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declares its respect for the regulations in force in Poland that protect human rights and counteract discrimination and violence, as well as its striving to implement the highest standards aimed at ensuring equal treatment.

Providing equal opportunities for women and men is an important element of the broader issue of equal opportunities, the observance of which is one of the basic principles of the European Social Fund. This Policy covers issues related to equality in terms of gender, disability, age, sexual orientation, religion, etc.

The principle of equality and the prohibition of discrimination are legal norms of a general nature, ensuring that everyone, regardless of gender or other individual characteristics, can participate in various areas of life, including work, on an equal basis with others.



I. Diversity and Inclusiveness..

Equality is a key value; therefore, we make our decisions without prejudice – based on competences, experience and work performance, striving to apply the principles of justice.

Diversity means acknowledging the uniqueness of each person, respecting each person's right to be themselves, and accepting the similarities and differences between people. That said, we also apply the indisputable principle that freedom to express oneself ends where another person's freedom begins.

An inclusive organisational culture means building a sense of belonging. We wish for all our employees and associates to feel that Polonez Plus sp. z o.o. is the right place for each of them, and that their individuality is appreciated.

Our activities are based on treating every member of our organisation equally, regardless of their innate and inalienable features, features acquired or assigned due to belonging to a specific social group, or, finally, features related to the place and role of a given person in the organisation.

Therefore, we strive for an equal approach, regardless of all the above characteristics of each of our employees or associates.






II. Application of the Equality Policy.

Polonez Plus sp. z o.o. strives to create an organisation that is aware of how the actions of individual people affect others. All our employees and associates should implement the Equality Policy with the aim of taking care of one another, both as a group of people and as individuals.

In addition, Polonez Plus sp. z o.o. encourages its business partners to familiarise themselves with and apply the Equality Policy, which should translate into an increased likelihood of achieving the goals of this Policy.





III. Principles of the Equality Policy

Non-discrimination and respect – we treat all employees, contractors and business partners with dignity, integrity, respect and equality. Discriminatory behaviour, whether intentional or unintentional, goes against our values and harms all of us.

Creating an environment based on standards of equal treatment – we implement attitudes of openness and equal opportunities, including all groups of employees and associates in the Equality Policy, and promoting its application externally.

Introducing appropriate practices – we ensure non-discriminatory treatment. We promote diversity. We evaluate everyone solely on the basis of objectively measurable work performance and skills, and we do not tolerate any form of discrimination, mobbing or harassment.

Open organisational culture – a friendly working atmosphere is very important, which is why we want to shape and promote attitudes of appreciating diversity and accepting individual preferences.



IV. Actions

We ensure we create a culture of equal opportunity by promoting a diverse and inclusive environment for everyone on our team.

We do not leave discriminatory behaviour unaddressed. We provide everyone who has experienced it with appropriate procedures and tools for confidential reporting. We encourage anyone who has observed this type of behaviour in their environment to report it.

In line with best market practices, we will strive for diversity in the most important departments, ensuring the representation of people with appropriate sets of competences, experiences and perspectives.

We strive to coordinate activities aimed at achieving the objectives of the Policy, such as promoting a culture of equal opportunities by creating a diverse and inclusive environment, determining ways to promote a diversity-supporting culture, proposing measurable goals and actions in the field of diversity, and organising recruitment and selection processes in such a way as to avoid biases, both conscious and unconscious.



Our goal is for Polonez Plus sp. z o.o. to be perceived as an open workplace that responds to the diverse needs of each person, so that they can fully fulfil their potential. To this end, we eliminate barriers to employment and support stable, long-term cooperation, striving to create friendly conditions for people with disabilities.

We will absolutely ensure that there are no gender-based differences in pay for work of equal value. We will counteract discrimination in this area.

We pay special attention to development and provide everyone with the opportunity to obtain specialist knowledge. We make sure that the training we provide contributes equally to the development of everyone in the workplace.

By analysing the level of satisfaction of our employees and associates, we build a workplace that provides positive professional experiences, including those related to equality and diversity.

