

## **Diversity Policy**

Comperia.pl S.A. Group applies clear rules of employment and strives to ensure diversity in terms of gender, educational background, age and professional experience with regard to all its employees, with particular emphasis on the Company's management and its key officers.

Comperia.pl makes every possible effort to gain and retain talented employees by offering them equal opportunities. This is an important part of HR strategy of the company. We support and encourage staff to ensure that they fully exploit their potential through various development programs (workshops for managers, hiring interns with the possibility of further development, programs aimed at developing talents of employees).

Additionally, the company ensures that there are no acts of violence, discrimination, mobbing or lobbying at the place of work. We make every effort to ensure that communication between team members is at the highest level (newsletters to employees, company's blog, instant messaging for employees, building the image of the employer).

Moreover, the Company's employees and managers are enhanced to learn about psychology of individual differences focusing on the abilities and temperament, which, according to traditional views, are biologically conditioned. This is aimed at shaping the culture not only respectful of diversity, but also promoting its importance for reaching the success by the organization.