

# Diversity Management Policy

## Introduction and purpose of regulation

Bank Millennium S.A. Group (hereinafter: Bank Millennium Group) has implemented the Diversity Policy with the aim of promoting a culture of mutual respect, identifying diversity and ensuring equal opportunities, counteracting exclusion and avoiding discrimination.

In the Bank Millennium S.A. Group we believe that respect for diversity and inclusion (counteracting exclusion) is fundamental to achieving our goals and commitments for the following reasons:

First, we believe that diversity, preventing social exclusion, equal opportunities and non-discrimination are critical factors for the business success of companies and key aspects that need to be taken into account in the course of business activities in striving for a more sustainable world.

Second, as a company, we are convinced that diverse teams perform better.

Third and above all, our mission is to serve our clients and their interests and we should reflect their diversity at every level of the organisation.

The Bank Millennium Group acts with respect for human dignity and respects the right to equal treatment, regardless of:

- age,
- gender,
- ethnic and national origin,
- religion,
- family status,
- sexual orientation,
- health status,
- financial situation,
- religious and ideological beliefs,
- membership in trade unions, or
- other reasons that may expose you to discriminatory behaviour.

## Commitments

The Bank Millennium Group takes into account the principle of respect for diversity in its relevant internal regulations and implements such principle in the following areas:

### Suitable work conditions, building awareness and developing employees

The Bank Millennium Group provides its employees with appropriate working conditions, promoting a culture of mutual respect and equality, and applies practices aimed at preventing exclusion and discrimination.

The Bank Millennium Group develops knowledge and raises employee awareness of ethics and diversity. All employees undergo mandatory training on ethical issues. The Bank Millennium Group has implemented anti-mobbing and anti-discrimination procedures, and all management employees are required to receive training in the field of counteracting harassment and discrimination in employment.

## Recruitment and employment

Job applicants are selected on the basis of objective criteria, in particular such as:

- education,
- professional experience,
- general and specific competences,
- knowledge of foreign languages,
- general adjustment to the position profile.

### **Promotion of equality in access to salaries and positions**

The Bank Millennium Group provides its employees with appropriate working conditions, promoting a culture of mutual respect and equality, and applies practices aimed at preventing exclusion and discrimination.

The sole criteria affecting the amount of remuneration and access to positions may be competence and performance. Employee remuneration is defined according to function, professional career and degree of compliance with the set objectives, while promoting a 1:1 pay ratio for men and women with comparable functions, levels of responsibility and professional career.

The employer applies objective and fair criteria for assessing employees and the results of their work. The salary increase and promotion of an employee is the result of recognizing his high productivity and quality of work.

The bank monitors the differences in pay between women and men and takes systematic actions to compensate for the pay gap.

### **Support of employees - parents**

Extensive communication and support are addressed to employees - parents. The Bank Millennium Group informs about their parental rights. People with children have the opportunity to take advantage of social support and programs co-financed by the Bank Millennium Group.

### **Access to benefits**

Benefits such as medical care, group insurance, sports and recreation subsidies are offered to all workers, including those who work part-time and are on notice, and those who remain absent for a long time due to maternity or illness.

### **Support for people in difficult situations**

The Bank Millennium Group supports people in difficult life situations through the existing social assistance system. The sole criterion for access to social assistance is one's financial and personal situation, in particular health status.

The Bank Millennium Group respects the situation of people with disabilities by creating an appropriate working environment for them. In particular, people with disabilities can benefit from fully adapted office infrastructure.

### **Developing values-based leadership**

The Bank Millennium Group has introduced innovative leadership development programs. Their goal is to build attitudes and support the actions of leaders, not only to achieve results, but also to create a trusting relationship with employees. The role of leadership programmes is also to strengthen appropriate attitudes - including breaking stereotypes and promoting openness to the diverse beliefs of employees and shaping own responsibility and that of the subordinates.

### **Freedom of association and free expression**

As a signatory to the 10 Principles of the United Nations Global Compact, Bank Millennium Group recognizes and supports freedom of association, the right to negotiate collective agreements and rejects the existence of any forms of forced and compulsory labor, as well as child labor or labor resulting from trafficking in human beings.

Employees have the opportunity to freely present their opinions and ideas in the media operating in the Bank Millennium Group.

### **Communication and monitoring**

This document is made available to the Group's employees on the internal intranet website, and to clients and external entities on the Bank Millennium website under the name Diversity management policy.

The Bank Millennium Group regularly monitors and communicates its activities to respect diversity in its annual reports, on the Bank's website dedicated to sustainable development and by participating in various investor surveys and indices that describe the results achieved and implemented actions. We are also rated by analysts preparing the world's leading ESG ratings.

### **Scope of validity**

This policy has been approved by the Management Board of Bank Millennium and is binding to all companies from the Bank Millennium Group.