



**DIVERSITY, EQUALITY
AND INCLUSION
POLICY**

LPP

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INTRODUCTION

LPP has been dynamically growing and our sense of responsibility for everyone being part of our business is an inseparable element of such growth. The opinions of every member of our team are equally important. We treat everyone as we would like to be treated ourselves. Honesty, respect, fairness and tolerance are our guiding principles.

Fragment of the catalogue of values of LPP S.A. FAST. Team-oriented.

LPP Group's Diversity, Equality and Inclusion Policy, hereinafter referred to as the „DE&I Policy”, is a commitment to respect the human rights of all persons working for LPP and a clear declaration of opposition to any violation of human rights, including (among others) discrimination based on any grounds.

The policy indicates the most important directions of the organization's development in the area of diversity management. It includes all Polish and foreign subsidiaries of LPP SA, which are part of the LPP Group. The DE&I Policy is the result of cooperation between representatives of various LPP structures, including foreign branches and retail stores. It will be subject to regular reviews and, if necessary, updates.

The addressees of the DE&I Policy are all persons (co-)forming the LPP Group as well as Stakeholders, Business Partners and Customers. The DE&I Policy is consistent with other regulations in force in the LPP Group: such as LPP Guidelines – (Code of Conduct), Anti-mobbing and Discrimination Policy and Human Rights Policy. All persons (co-)forming the LPP Group are obliged to comply with its provisions. Questions and concerns related to the DE&I Policy should be addressed to the Ethics Officers by sending emails to one of the following addresses: ethics@lppsa.com or etykasalony@lppsa.com



I. DIVERSITY OF PERSONS FORMING LPP

1. LPP is made up of a multinational community whose members speak different languages, have different religious beliefs or no religious beliefs at all, who differ in terms of their level of fitness, skin colour, gender, age, sexual orientation and gender identity. A community which is formed by people from different time zones, with different values, culture, sensitivity, state of physical and mental health.
2. We want the diversity of people working in LPP to be systematically increased, appreciated and strengthened, and its importance clearly and consistently communicated both inside and outside the organisation.

LINES OF ACTION

1. We recognise, acknowledge and appreciate the diversity of LPP employees and Customers by creating an open and safe working environment and a brand that responds to the diverse needs of its Customers.
2. We communicate the diversity of LPP employees and Customers in an open, consistent and systematic way through internal and external communication addressed to Customers, Stakeholders and the wider business community.
3. We reinforce and appreciate diversity by making the organisation more accessible to both applicants and employees as well as its Customers.



II. DE&I IN THE MANAGEMENT OF LPP

1. The diversity of the people who (co-)create LPP is the wealth of the organisation and a fundamental value forming a cornerstone of the LPP culture. We recognise the need to consciously embrace and manage diversity and build a culture of inclusion for all the people forming the organisation and its Customers.
2. We want to develop it, learn about it, and change so that all people working at LPP feel safe and valued.

VALUES OF THE ORGANISATION

LINES OF ACTION

1. The diversity of the people forming the organization is one of its fundamental values.
2. We clearly and consistently communicate LPP's commitment to DE&I.
3. We exercise the rights of all persons forming LPP to work, develop and build relationships in an atmosphere of tolerance, respect, safety and fair and equitable treatment and evaluation.
4. We have developed a structure responsible for coordinating DE&I issues within the organisation.

INCREASING KNOWLEDGE AND AWARENESS OF THE BENEFITS OF DE&I AMONG THOSE WHO FORM THE ORGANISATION, ITS CUSTOMERS AND STAKEHOLDERS

LINES OF ACTION

1. We know and are aware of the benefits and strategic importance of DE&I for the quality of work and market standing of the organisation.

INTEGRATING THE DE&I PERSPECTIVE INTO EXISTING AND FUTURE PROCESSES, ACTIONS AND CRITERIA

LINES OF ACTION

1. We design and implement all HR decisions and processes in the organisation taking into account the individual needs resulting from the different dimensions of diversity of the people forming the organisation.
2. We design and implement all HR decisions and processes in the organisation without any discrimination based on, for example, gender, ethnicity, national origin, religion, beliefs, disability, age, sexual orientation, gender identity and other visible or non-visible characteristics.
3. We care for the work-life balance of our employees.



III. BUILDING AN INCLUSIVE ORGANISATIONAL CULTURE

1. We believe that an inclusive culture means a working culture in which every person, no matter who they are, feels safe, not judged, not rated, but committed and belonging to the organisation and the team they are a part of.
2. We want to create a work environment in which the dimensions of diversity of each and every one of us are fully accepted and respected, and the needs arising from that fact are met at the level of relationships with others, the team and the entire organisation.

EDUCATION ABOUT AND FOR DE&I

LINES OF ACTION

1. We will systematically improve knowledge, develop sensitivity and share experiences in the field of DE&I issues.
2. We will thoroughly raise knowledge and develop competences in the field of identifying, counteracting and reacting to discrimination, exclusion, mobbing and other negative behaviours.

STRENGTHENING AND DEVELOPING THE COMPETENCIES OF INDIVIDUALS AND THE MANAGEMENT TEAM WITH REGARDS TO MANAGING DIVERSITY, EQUALITY AND BUILDING AN INCLUSIVE CULTURE

LINES OF ACTION

1. We will systematically develop competences in diversity management, equality and building an inclusive organisational culture.



IV. BUILDING COMMITMENT AND SENSE OF EMPOWERMENT

1. Building commitment of the persons who form the organisation and developing in them a sense of real influence on the organisation's culture is, in our understanding, one of the fundamental pillars of building an inclusive culture and a sense of belonging to the organisation.
2. Therefore, we want to give space to everyone who forms LPP to be able to express their opinions, to join in and to co-determine the organisational profile of LPP.

THE BOARD AND THE MANAGEMENT TEAM ACTIVELY ENGAGE IN AND SUPPORT THE DE&I-RELATED ACTIONS

LINES OF ACTION

1. We declare our engagement in internal and external initiatives to promote diversity and respect for human rights.
2. The Board and the management team model actions and responses related to diversity management, equal treatment and building a culture of inclusion.

TOOLS FOR INTERNAL COMMUNICATION AND DIALOGUE WITH PERSONS FORMING THE ORGANISATION

LINES OF ACTION

1. We will design and develop a system of direct, open and effective internal communication, taking into account the diversity of the persons forming the organisation.
2. We will ensure that formal and everyday communication is inclusive and takes into account the different dimensions of diversity of the persons forming the organisation.
3. We will implement and develop a culture of consultation with persons working together with regards to actions or solutions to issues affecting them.
4. We will implement and develop a culture of reverse mentoring in order to build and develop diversity management thus building a culture of inclusion.

INITIATING AND STRENGTHENING OF EMPLOYEE NETWORKS

LINES OF ACTION

1. We declare our support for employee networks (ERGs) of people belonging to different minority groups both at national and international level.

RESPONDING TO INSTANCES OF VIOLATIONS OF THE INCLUSIVE ORGANISATIONAL CULTURE PRINCIPLES

LINES OF ACTION

1. We systematically monitor the situation related to the occurrence of negative behaviours within the organisation.
2. We will implement an effective system of reporting and responding to all negative behaviours related to discrimination, exclusion, microaggressions, and mobbing.

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