

# Diversity Policy

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Introduction:

This policy will be applied to the company Świat Lnu Sp. z o. o.  
in Kamienna Góra.

This policy will be applied to the company Świat Lnu Sp. z o.o. (the Company) in a response to the awareness of the Organization about the differences between people, both inside and outside the Organization. By recognizing this diversity and respecting it, the Company can make better use of the potential of its employees, based on their diverse skills, experiences or talents. The Company supports and respects this diversity.

In pursuing its diversity policy, the Company builds an image of an organization applying the principles of equal treatment in the workplace and in which it opposes all forms of discrimination.

The Company recognizes and respects diversity. This diversity is characterized by modern society and it is one of its core values. Bearing the above in mind, the Company, having an international character and oriented toward strengthening its position on the market, places particular emphasis on equal treatment and anti-discrimination, which is reflected in the Company's internal documents m.in. such as:

- Code of ethics and business conduct,,
- Code of ethics for suppliers and related parties,
- Anti-discrimination and anti-mobbing procedure,
- Procedure for reporting and handling irregularities,
- Procedure for counteracting corruption and fraud,
- Recruitment procedure

Paying particular attention to both equal treatment and non-discrimination policies on the grounds of sex, age, disability, health, race, nationality, ethnic origin, religion or belief, political opinion, membership of unions/associations/organizations/etc., psychosocial orientation, gender identity, family status, lifestyle, but also skills, talent, professional and life experience, form/scope/basis of employment, other types of cooperation and any other evidence of discriminatory conduct, the Company:

- has developed and implemented the principles of equal treatment in the workplace, including in particular in the areas of recruitment, access to training, protection against mobbing and discrimination,
- introduces solutions to support and develop equal treatment policies, including m.in. by setting up appropriate committees such as: The Anti-mobbing Committee or the Company Ethics Committee,
- integrates diversity policy considerations into the policies and procedures used in the Company,
- has introduced internal communication channels,
- educates employees on issues related to harassment and discrimination.

The Company declares that the diversity of employees which is necessary because of their qualifications or skills necessary to perform a specific function or to carry out the tasks entrusted is not considered to be discrimination.