

DIVERSITY, EQUITY AND INCLUSION POLICY – KOMTUR GROUP CEE

Purpose

We, Komtur Group CEE, are committed to creating an inclusive workplace that fosters diversity in all forms. To achieve our goals, we align our efforts with the following principles:

1. We strive for and leverage our diverse workforce, customer base and stakeholders

The diversity of our workforce enables Komtur to truly understand our equally diverse customers and their needs. Fostering an inclusive company culture aids our business and builds our credibility as a trusted partner. We welcome diverse thinking and abilities to drive innovation and resilience, thereby better preparing Komtur for the future. Creating an inclusive company relies on the commitment and focus of every employee on a daily basis.

2. We have ZERO tolerance for discrimination#

Zero tolerance for discrimination is a fundamental principle within Komtur and is explicitly included in the Komtur Code of Conduct. The principle of zero tolerance for discrimination is embedded at each point of the employee life cycle especially during recruitment, talent management, professional & leadership development, career critical assignments, reward and recognition and promotion processes.

a. No discrimination

Our commitment to Diversity, Equity & Inclusion means that discrimination and mistreatment, in any form, based on personal characteristics will not be tolerated. Discriminatory behaviours, either intentional or non-intentional, undermine the benefits that diverse views, ideas, and experiences bring to the table. We do not tolerate any form of discrimination. At Komtur we always treat our co-workers, business partners, and customers respectfully, fairly and equitably. At Komtur, we are judged on our merit and skills, not on our background, beliefs, or other characteristics. We are committed to the values of trust, integrity, and respect.

b. No bullying or harassment

We believe we all deserve to work in an environment free from bullying and harassment. We want to protect ourselves and others from feeling uncomfortable, intimidated, or humiliated. Bullying and harassment are unacceptable as they run contrary to our values as an organization.

c. No sexual harassment

Zero tolerance to discrimination and harassment also applies to sexual harassment. Komtur defines sexual harassment as: "Any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. While typically involving a pattern of behaviour, it can take the form of a single incident. Sexual harassment may occur between persons of the opposite or same sex. Both males and females can be either the victims or the offenders. Komtur has zero tolerance and strives to prevent sexual harassment in every way.

d. Speak up!

Bullying and harassment are never acceptable at Komtur at any time or for any reason. If our employees experience or observe bullying or harassment, they can speak to the person responsible and let them know their behaviour or actions are not acceptable. If they do not feel comfortable speaking to the individual directly or if the behaviour continues, employees are encouraged to discuss the situation with their manager, the respective Human Resources function, a trusted colleague, or another company representative. Employees are also encouraged to raise their concerns through internal reporting tools such as the whistleblowing hotline. Komtur will ensure that sufficient procedures and processes are in place to address issues of alleged discrimination and harassment.

3. We offer equal opportunities for all employees

We believe in equal opportunity and are committed to creating a fair environment where people can succeed regardless of gender, age, ethnicity, disability, religion, sexual orientation, or cultural and socioeconomic background. Komtur actively promotes equal opportunities for all employees to fully participate in our business success. We strive to ensure equal opportunities throughout the entire employee life cycle: from employee attraction and recruitment to development and accommodation of life stages, like parenthood or elderly care. Komtur strives to ensure that all decisions about professional development, promotions and any advancement of employees are based on performance and demonstrated potential. To ensure we offer equal opportunities we focus our efforts on:

a. Delivering on gender equality

We are committed to ensuring that gender is not a barrier to career opportunities and advancement. To do so at Komtur we:

- aim to have a gender balanced leadership representation and talent pipelines.
- follow the principle of equal pay for equal or comparable work for all employees regardless of gender.
- foster a culture of inclusion and meritocracy and ensure gender balanced representation for development programs and critical assignments.

b. Supporting parents

We aim to provide equal access to parental leave for employees of all genders and sexual orientations, so that everyone can fully contribute at home and at work taking into consideration local legal provisions.

c. Provide the right tools for employees with disabilities at Komtur to succeed

We are committed to ensuring everyone has equal access to employment. Our strategy and respective accessibility action plans set out our commitment to improving the experiences of our people and our customers with disabilities.

d. Ensuring an inclusive workplace for all generations working at Komtur

We are committed to ensuring we leverage the strengths and diversity of the five different generations working at Komtur and provide the right tools and resources (e.g., reverse and partner mentoring) to ensure the appropriate transfer of knowledge and experience.

e. Promoting a culturally diverse workforce that reflects Komtur's globality

We are committed to ensuring a safe and stimulating workplace for people from all nationalities and cultures to make an impact through their work.

f. We strive for diverse external stakeholders/suppliers

Komtur is committed to enhancing relationships with our diverse customer base, agents, suppliers and communities while expanding our ability to attract and retain new business. Komtur seeks out opportunities to support the inclusion of minority-, ethnic- and women-owned businesses; the LGBTQ+ community and persons with disabilities.

Approved by

Date

Signature

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Członek Zarządu
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