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## Equality, Diversity and Integrity Policy

### - Pfleiderer Panel East -

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This Equality, Diversity and Integrity Policy has been implemented by the **PFLEIDERER POLSKA SP. Z O.O.** (the 'Company'), with effect to all companies and all employees of the Pfleiderer Panel East.

Pfleiderer is one of the biggest European manufacturers of wood-based materials used in furniture, interior design and construction. Moreover, Pfleiderer is committed to promote, develop and maintain a culture of equality, diversity and integrity. Fully exploiting the potential of these capabilities will enhance our performance through helping us define new markets, meet customers' challenges and stakeholders' expectations through innovation and creativity.

Our human capital is the most valuable resource. Individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work in total represent a significant part of not only our culture, but our reputation and Pfleiderer's achievements as well.

#### OUR OBJECTIVE

The Company is committed to promote equality, diversity and integrity among our employees and eliminating all forms of discrimination.

The Company's objective is for our employees to respect all groups of society and our contractors, and for each employee to feel respected and valued.

Implementation of the Policy's objective can be seen, inter alia, in hiring employees of different gender identity or expression, age, education profile, language, qualifications, professional experience, nationality, ethnic background, religion, denomination, non-denominational character, political views, state of health, psychosexual orientation, family status, socio-economic status, lifestyle, place of residence, form, scope and basis of employment, ensuring respect, tolerance and equal treatment in the workplace for all employees, as well as creating a work environment contributing to making the most of the above differences for the good of all Pfleiderer's companies.

#### OUR RULES

An additional objective of this Company Policy is to prevent discrimination of any kind. In particular, discrimination based on origin, sexual orientation, belief, religion, conviction, disability, handicap and age is absolutely prohibited.

The above principles and values apply to all employees of the Company, including members of the management bodies and key managers.

The Company adheres to the principles set forth in this Policy in implementing a variety of initiatives and activities, including those relating to recruitment, compensation and benefits, professional development and training, career advancement, transfers, social and recreational programs, dismissals and the continuous development of a work environment built on the principles of equality, diversity and integrity.

All Company employees are expected to treat others with dignity and respect at all times. All employees are expected to behave in a manner that reflects integrity while at work, during work on or off the workplace and at all other Company-sponsored and Company-participated events. Our employees shall adhere to the standards, values and business behaviors set forth in the Pfleiderer's Business Conduct Guidelines.

## OUR COMMITMENT

The Company commits to:

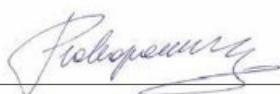
- encourage to respect for the principles of equality, diversity and integrity in the workplace,
- create an atmosphere and a corporate culture that is respectful of diversity,
- respect the principles of equal treatment and diversity management in the workplace, with particular emphasis on the following areas: recruitment, access to training and promotion, remuneration, reconciliation of professional, private and family life, protection from mobbing and from unjustified dismissal,
- introduce anti-discrimination and anti-mobbing monitoring, as well as cyclical education on co-interacting discrimination and mobbing, in order to raise awareness and knowledge on the subject,
- conduct a dialogue with employees on the implemented Policy and to inform external business partners about the application of the diversity management model and results of such approach
- create a work environment that is free from intimidation, harassment, victimization and discrimination and that promotes dignity and respect for all, in which the individual differences and contributions of all employees are recognized and valued.
- This commitment includes informing employees of their rights and responsibilities under the Equality, Diversity and Integrity Policy. Employees' responsibilities include actions to help the organization provide equal employment opportunities and to prevent bullying, harassment, victimization and discrimination

All employees should be aware that they and their employer, may be held liable for acts of bullying, harassment, victimisation and discrimination in the course of their employment against colleagues and external business partners or others.

## REPORT A VIOLATION!

Employees who believe they have been subjected to any discrimination contrary to this Policy and the Company's equality, diversity and integrity initiatives should seek assistance from their supervisor, HR representative, the equality officer or send a notice of potential misconduct to the company through the online whistleblower system (<https://www.bkms-system.com/pfleiderer>) or contact the Compliance Department or the Legal Department.

Management Board of the Pfleiderer Polska sp. z o.o.



Zbigniew Prokopowicz  
Chief Executive Officer



Dorota Kostrzewa  
Member of the Management Board  
Chief Compliance Officer



Grzegorz Kulesza  
Member of the Management Board  
Country Manager