



Diversity, Equity and Inclusion Policy of the Dr. Miele Cosmed Group Capital Group



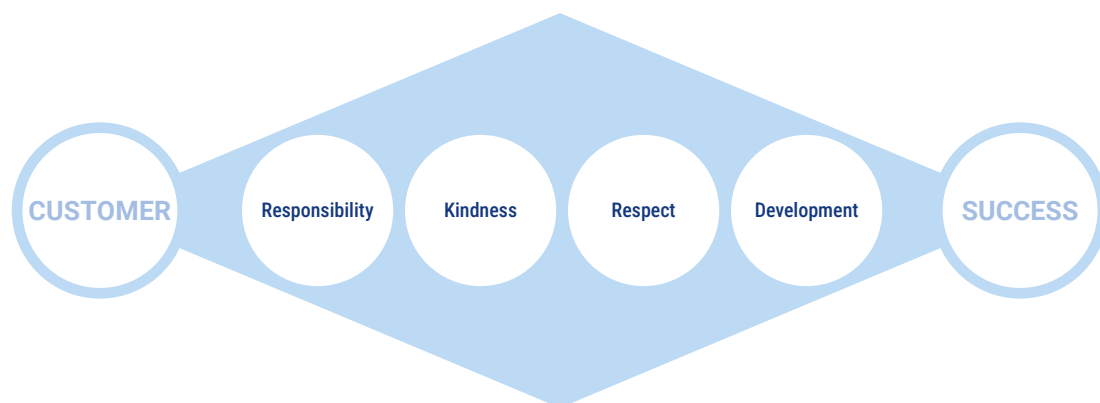
Diversity, Equity and Inclusion Policy of the Dr. Miele Cosmed Group Capital Group.

The purpose of the Diversity, Equity and Inclusion (DEI) Policy is to support the creation of a working environment in which motivated and committed people - of different genders, ages, views, experiences and personality types, and in different job positions - use their resources (knowledge, experience, etc.) to jointly achieve the business goals of the entire organisation.

The Policy is to promote the mission, vision, values and behaviours of the Dr. Miele Cosmed Group Capital Group, namely:

- We are **responsible** for carrying out activities in the spirit of sustainable development;
- Our relationships are based on mutual **respect and kindness**;
- Open **communication**, ongoing problem solving, awareness of gender differences in brain structure, and **tolerance** are the rules of conduct we have adopted relations with other people.;
- **We grow** together and with each other in order to develop our business;
- Together we achieve success and together we solve problems.

On our path to the desired organisational culture, we are guided both by the guidelines set out in the International Bill of Human Rights and, among others, the UN Sustainable Development Goals, which explicitly emphasise the need to build a world of equality (Goal 5 – gender equality, Goal 10 – reduced inequalities www.un.org.pl).



For us, **diversity** means recognising and appreciating the contribution of each employee. We differ in gender, age, nationality, job positions, personality types, sexual orientation, and the places where we live and work. We all are unique and have our own way of viewing the world. Together, we are the sum of views, experiences, life stories and skills that hold immense value and potential.

Equality means that regardless of differences in needs and goals, everyone has equal opportunities for professional development, promotion and the pursuit of their professional and non-professional passions.

Inclusivity means that all employees, regardless of the differences between them, are to be equally and actively involved in company life, giving everyone a sense of belonging to the organisation, where each person is important, valued and heard, and where the success of the individual is the success of the entire organisation.

Each employee, regardless of their position, is responsible for building the organisational culture / the desired working environment; the responsibility is equal, and its scope depends on the opportunities offered by a given role. We accept the rule that **every voice matters, every problem has a solution, and every idea is worth attention!**

Our commitments:

Employees:

- Mutual respect
#respect, #responsibility
- Creating a friendly working environment free from violence, discrimination and mobbing
#kindness, #respect, #responsibility
- Openness to cooperation
#kindness, #development, #responsibility
- Sharing knowledge
#development, #responsibility
- Mutual support
#respect, #responsibility
- Reporting any negative behaviours
#respect, #responsibility
- Comprehensive execution of assigned tasks
#responsibility

Leaders / Managers:

- Personnel decisions free from any form of discrimination
#respect, #responsibility
- Supporting diversity by assigning tasks and objectives tailored to personality types and utilising employees' unique skills and personal attributes
#respect, #development, #responsibility
- Involving all team members in activities
#development, #responsibility
- Engaging senior, more experienced employees in onboarding and developing newly hired staff
#development

- Applying objective criteria in evaluation, promotion, awarding, and providing feedback / constructive criticism
#respect, #development, #responsibility
- Creating an integrated and safe working environment
#kindness, #respect, #development, #responsibility
- No use of, and no tolerance for, intimidation, harassment, discrimination, or mobbing
#respect, #responsibility
- Firmly addressing any negative behaviours
#respect, #responsibility
- Supporting employee development
#development, #responsibility
- Sharing knowledge
#development, #responsibility
- Promoting positive behaviours
#kindness, #respect, #responsibility
- Building a culture of respect for all employees, customers and stakeholders
#respect, #responsibility
- Providing constructive feedback
#respect, #development
- Clear communication of expectations
#respect, #development
- Fair evaluation
#development, #responsibility
- Addressing employees with kindness
#kindness, #respect
- Ensuring equal access to training with equal participation of women and men
#respect, #development

Management Board:

- Acts as the sponsor and ambassador of the Dr Miele Cosmed Group Code of Ethics and the DEI Policy
#responsibility
- Ensures the application of DEI Policy principles in all processes related to managing the organisation
#responsibility #development
- Ensures the creation of a working environment based on mutual respect, equality and the absence of any discrimination
#respect, #kindness

- Responds firmly to any manifestations of negative behaviour
#respect, #kindness, #responsibility
- Protects affected individuals and provides them with support
#responsibility, #kindness
- Identifies and supports DEI initiatives, providing resources to achieve objectives
#development, #responsibility

The Management Board furthermore appoints, from among its members, a person responsible for the DEI area who, with the support of the Ethics Officer, the Whistleblowing Compliance Officer and the tools and procedures available to them, safeguards compliance with the responsibilities listed above.

Whenever needed, the Management Board establishes working groups that analyse the causes of reported issues and develop solutions, which are then implemented across the entire organisation.

The DEI Policy is implemented through employee training, repeated every two years or more frequently in the event of significant changes to the Policy's provisions. The implementation of the DEI principles is monitored on an ongoing basis and also as part of the annual employee opinion survey. The results of the survey are presented to the Management Board, members of the ESG Council, and all employees by means of internal communication. Detailed DEI objectives as well as the results and report on the implementation of the Policy are made publicly available in the annual Sustainability Report.

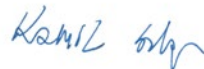
Management Board of Dr. Miele Cosmed Group S.A.



Magdalena Miele
President
of the Management Board



Arthur Mielimonka
Member
of the Management Board



Kamil Szlaga
Member
of the Management Board



Michał Czajka
Member
of the Management Board