

**DECLARATION
OF THE DIVERSITY SIGNATORY
IN POLAND**



As a signatory of the Diversity Charter in Poland

since

.....

(date of signing the Diversity Charter)

on behalf of

.....

(name of organization)

I undertake to respect a diverse, multicultural society, prevent discrimination and support equal treatment policies, in particular by implementing the provisions of the Diversity Charter in my organization.

With the above in mind, our organization undertakes to implement the principles of diversity management and equal treatment policy and to promote and disseminate them among all stakeholders of the organization, by means including but not limited to:

- creating a corporate culture and atmosphere that ensures respect for diversity;*
- integrating diversity management, age management and gender equality issues into our organization's policies and procedures;*
- introducing institutional, intra-organizational arrangements for the development of an equal treatment policy, including the appointment of a person or team to coordinate the prevention of discrimination and mobbing in the workplace;*
- developing and implementing equal treatment and diversity management policies in the workplace, with particular emphasis on the following areas: recruitment, access to training and promotion, remuneration, reconciliation of business duties with private and family life, protection against mobbing, and protection against unjustified dismissal;*

- introducing anti-discrimination and anti-mobbing surveillance, as well as regular education on preventing discrimination and mobbing, in order to raise awareness and knowledge on the issue through training, workshops, and activities addressed to all employees, including managers in particular;*
- engaging in dialogue with employees on the adopted diversity management policy and informing the organization's stakeholders – in particular employees, but also clients, colleagues, business partners, shareholders, suppliers and subcontractors – about the application of the diversity management model and the results of such approach;*
- reporting on an annual basis on actions taken and their practical results, either in a short format or through participation in the Diversity IN Check survey, a list of the best employers for Diversity and Inclusion in Poland, as well as sharing their good practices in terms of equal treatment policy and diversity management*

.....
Name of authorized person, date