

## DIVERSITY POLICY AT BANK BGŻ BNP PARIBAS S.A.

Bank BGŻ BNP Paribas S.A. adheres to the diversity best practices with respect to all the Bank's employees, regardless of the job position held; with a particular emphasis placed on the Bank's authorities and key managers.

To determine the procedure for attesting that the persons appointed as members of the Management Board and Supervisory Board as well as key function holders at the Bank, are adequately competent, and in view of the European Banking Authority Guidelines, on 10 November 2015, the Bank adopted the "Policy of the Adequacy Assessment of the Management Board Members and Key Function Holders in Bank BGŻ BNP Paribas S.A." The adequacy assessment is based on such criteria as reputation, experience, competences and no conflict of interest. The assessment is carried out when candidates are selected for the aforementioned positions, and later, when the functions are already performed by the appointed candidates.

To continue the creation and promote the work environment at the Bank, which prioritizes the respect and optimal use of the potential stemming from the differences between the employees to foster the Bank's development, on 24 May 2016, the Bank (as one of the three banks among 36 banks operating in Poland as a joint-stock company) became the signatory and partner of the educational programme "Educational Charter", i.e. international initiative implemented in the EU states and promoted by the European Commission. The Charter is the commitment signed by the organisations that decide to prohibit discrimination in a workplace and to act to create and promote diversity. The Charter also means the Bank's willingness to involve all the employees as well as business and social partners in such actions.

Furthermore, on 1 December 2016 the Bank adopted the Diversity Management Policy at Bank BGŻ BNP Paribas S.A. The Policy defines the manner of taking and justifying decisions in the recruitment process, career planning and development, likewise the staff training, as the main tools used to prevent discrimination in a workplace. The Bank prohibits any direct or indirect discrimination in employment, in particular on the basis of gender, age, disability, race, religious beliefs, nationality, political convictions, trade union membership, ethnic origin, religion, sexual orientation, and also the form of employment. The Bank perceives workforce diversity as the value that creates the capital and constitutes a potential source for building a competitive advantage of the Bank.