

DIVERSITY POLICY

Diversity management in the Bank pertains to all its employees, authorities and key managers. Diversity-related activities relate to many aspects of the activities of the Bank's Group, and their aim is to ensure respect for other people, equal treatment and the utilization of employee potential. Once a year, these initiatives are presented to the Supervisory Board and the Management Board of the Bank.

Diversity means that people are important irrespective of their gender, age, health, sexual orientation, religion, marital status or country of origin.

RULES OF ETHICS, COUNTERACTING DISCRIMINATION AND MOBBING

The Bank's Code of Ethics and Work Rules include provisions pertaining to, among other things, counteracting discrimination due to gender, age, disability, race, religion, nationality, political views, trade union membership, ethnic origin, sexual orientation or due to employment for a fixed or indefinite period or on a full-time or part-time basis.

RECRUITMENT STANDARDS CONSISTENT WITH THE EU EMPLOYMENT EQUALITY DIRECTIVE

When carrying out recruitment projects, the Bank's Group complies with provisions on equal treatment in employment and occupation. Processes related to candidate selection are based on objective grounds, and their subsequent stages are carried out in compliance with the agreed procedures and rules.

JOB VALUATION BASED ON OBJECTIVE CRITERIA

The essence of the job valuation process in the Bank's Group is the job valuation based on substantial criteria, which prevents discrimination.

REGULATIONS ON ADJUSTING WORKSTATIONS TO THE NEEDS OF PERSONS WITH DISABILITIES

Principles for the implementation of occupational health and safety tasks, as well as technology and technical solution standards require taking the steps necessary to adjust workstations to the needs of persons with disabilities.

INTERNSHIP PROGRAMME

The Bank's Group employs and provides development opportunities for pupils, students and graduates of secondary schools and universities with various profiles.

COMPETENCE MODEL AND EMPLOYEE APPRAISAL SYSTEM BASED ON COMPETENCIES AND PERFORMANCE

Employee appraisals are carried out on an annual basis, based on a competence model including general corporate, leadership and specific competencies. As part of the periodic appraisal system, every employee together with his/her superior agrees on an individual development plan during the periodic interview.

DIVERSITY POLICY WITH RESPECT TO MANAGERS AND SUPERVISORS AS AT 31 DECEMBER 2019

[GRI 405-1] Diversity management also pertains to members of the Supervisory Board and the Management Board of PKO Bank Polski SA and key managers. Managers and supervisors are persons of different gender, age and experience.

Table 22. Diversity according to gender, age and experience

Gender	Women	Men		
Supervisory Board	2	9		
Management Board	-	9		
Key management	119	187		
Age	30-40 years	41-50 years	51-60 years	above 60 years
Supervisory Board	1	2	3	5
Management Board	-	5	3	1
Key management	61	176	62	7

Years of service in PKO Bank Polski SA	up to 5 years	5-10 years	10-15 years	15-20 years	above 20 years
Supervisory Board	10	1	-	-	-
Management Board	6	2	1	-	-
Key management	61	102	49	41	53

The Bank also introduced provisions which set the directions for selecting, appointing and planning succession, including staff resources and assessing the appropriateness of the Management Board members and persons holding the key functions at the Bank. These persons are assessed in terms of their competencies, knowledge and skills, experience adequate to the position and reputation understood as sufficiently unblemished opinion, honesty and ethical behaviour. As a result of the regulations implemented, the Supervisory Board makes decisions on the selection and assessment of the Management Board Members and the Management Board Members make decisions on the selection and assessment of the MRT (Material Risk Takers). The Supervisory Board monitors the effectiveness of the Policy applied and, if appropriate, makes changes taking into account the recommendations of the Committee for Nominations and Remuneration.