



DIVERSITY POLICY

THE PLAST – BOX CAPITAL GROUP'S
ISSUE 1 DATED 30-06-2026

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INTRODUCTION

Commitment to showing respect for others forms the foundation of the operations of the Plast – Box Capital Group. In promoting the principles of corporate social responsibility and sustainable development, the Management Board makes every effort to ensure that concern for the future and well-being of employees, maintaining workplace ethics, and continuously setting new challenges remain at the heart of our decisions and are integrated into the Group's business culture. In its decision-making, Senior Management supports all initiatives, both internal and external, that guarantee the provision of equal opportunities, respect for human rights, and compliance with labour law regulations.

We wish to present a set of principles and measures aimed at creating a working environment and conditions that ensure dignified employment and equal opportunities, the elimination of all forms of discrimination, and the promotion of team diversity and inclusion. These principles apply to all employees of the Plast – Box Group. We expect them to be applied by the Group's contractors and business partners as part of building a shared value chain. To this end, all Companies of the Plast – Box Group implement and adhere to the following principles:



1. WE ENSURE COMPLIANCE WITH APPLICABLE LAWS

We respect all applicable laws regarding employment and the protection of human rights.

We integrate the most widely recognised principles of international standards into our business strategy.

We support all initiatives promoting human rights and combating child labour, forced labour, and human trafficking.

We ensure that our activities provide fair remuneration that complies with legal regulations and market standards. We consider it our commitment to support our employees in their professional and personal development throughout their employment with the Group.

2. WE PROTECT DIVERSITY

We support diversity and ensure integration in a broad sense, accepting every individual and respecting their individuality. This allows us to create an innovative working environment that is integrated both culturally and generationally.

We all benefit from the richness of the human resources thus established.

3. WE ELIMINATE DISCRIMINATION

We ensure equal opportunities for all employees within the Group. We create an environment where all forms of discrimination based on sex, age, disability, country of origin, or any other grounds are eliminated. Sex, background, race, sexual orientation, religion, beliefs, age, or any other legally protected category have no bearing on the treatment of not only employees but also visitors, clients, and suppliers. Training and professional advancement are accessible to every member of our teams. We build relations on mutual respect and professionalism.

4. WE BUILD EQUALITY

In our development, we ensure the equal treatment of all employees. We consistently implement measures related to ensuring the principle of gender equality.

We eliminate any obstacles that could in any way affect or destabilise equality within the team.

We support every initiative that strengthens equal opportunities for all members of our Group.



5. WE ARE GUIDED BY ETHICS

We promote and reinforce our commitment to establishing ethical practices within the Group. We create appropriate communication channels, monitor behaviour, and take measures aimed at eliminating all forms of unethical conduct through our applicable Code of Conduct. We promote transparency through open communication with all stakeholders, clear financial procedures, and honest reporting on the company's activities.

We strive to reinforce positive attitudes and responses, and we raise employee awareness during daily meetings as well as through training sessions specifically dedicated to these matters.

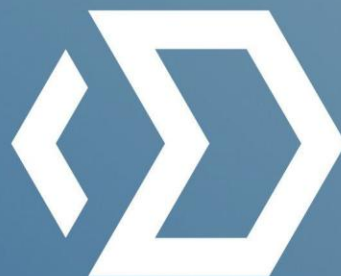
BREACHES OF THE PROVISIONS OF THIS POLICY

Our relations with employees, contractors and business partners are based on broadly understood ethical practices. We build them on such values as transparency, honesty and trust, and the key to our success is continuous improvement.

Any instances of violation of the principles described in this Policy should be reported using the reporting form available at www.plast-box.com/en/for-whistleblowers/, via email to kodekspostepowania@plast-box.com, by telephone, or in person to our compliance officers.

Reports will always be treated as confidential, and we guarantee full anonymity and protection against any form of repercussions or harassment.





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Packaging Group

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