



This document is intended to govern and promote best practices in area of Diversity within AmRest Group

## Diversity Policy in AmRest

**Diversity Policy** in AmRest is aimed at creating a work environment in which each employee feels **respected and valued**, and where he/she can fully realize his/her potential, which contributes to the success of the whole organization.

It is also building the awareness of organization, in which the principles of **equal treatment** in the workplace are implemented, which means non-discrimination in any way, whether directly or indirectly caused by gender, age, disability, health, race, nationality, ethnic origin, religion, creed, denomination, political belief, trade union membership, psychosexual orientation, gender identity, family status, lifestyle, form, scope and basis for employment, other types of cooperation and other conditions involving exposure to discriminatory behavior.

**Diversity Management in AmRest** is based on conscious approach of the organization consisting in grasping the differences between people in the organization (and beyond) and the conscious development of policies and programs that create the atmosphere of respect and use these differences for the good of the organization.

We can see **three dimensions** of diversity:

- 1) The primary identity (race, nationality, ethnic group, gender, age, sexual orientation, disability)
- 2) The secondary identity (education level, place of residence, family status, etc.).
- 3) The organizational identity (professional experience, position, industry, etc.)

### The way we implement diversity policy:

- 1) In the area of the primary identity (in the aspect of gender, age, disability)
  - building diverse teams in terms of gender and age, which allows a broader perspective in the troubleshooting process and a better work environment, greater creativity of teams and the ability to transfer knowledge,
  - promoting behaviors respectful for diversity, supporting charity initiatives,
  - trainings for managers in the field of cooperation with disabled persons,
  - support in reconciling their professional and personal roles through: the ability to work from home, the opportunity to leave work in emergency circumstances, family and hassle-free holidays for emergencies, flexible working hours,
  - active counteracting against discrimination and mobbing in the workplace through the use of Speak Openly platform, HR audits in restaurants (using questionnaires), meetings with employees,
- 2) In the area of secondary and organizational identity (in the aspect of education and experience):
  - building a company culture based on Core Values, including "Commitment to people" and "Positive Energy".
  - ensuring equality in access to promotions and trainings,
  - ensuring equal access to benefits and employee meetings.
- 3) Application of best practices:
  - Ethical Code together with established Commission on Ethics,



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- E-learning platform with access to trainings on anti-discrimination, sexual harassment and mobbing in the workplace,
- Procedures concerning employment of disabled people in the organization.