



Diversity Policy

Diversity and the company' strategy

ABC Data is an international company therefore we treat diversity of our employees and co-workers as a key element of success and strength of our strategy. Engagement of all employees and work satisfaction are important for us. Our Human Resources Management Policy puts emphasis on equal opportunities of employment and promotes diversity regarding experience, origin, nationality, age, sex and beliefs because we truly believe that by doing so we can build more efficient and effective teams.

ABC Data is determined to create and maintain work environment free from discrimination, mobbing and any kind of prejudices on the basis of sex, religion, age, nationality, race, skin colour or disability. The above mentioned features cannot influence decisions on employment, promotion or remuneration of people working for ABC Data. We treat all people with due respect. This respect is also shown by giving the employees a chance to express their opinion during an annual survey, as well as by integration of teams, feedback on employees' improvement provided on a regular basis, training sessions for the management of the company on individual styles of working and operating of employees. We expect the same approach and philosophy of treating employees with respect and tolerance from our business partners, suppliers and co-workers.

Role of Superiors

The management of ABC Data, under their own organizational units, is responsible for care and observance of guidelines on counteracting discrimination, mobbing, harassment or lack of respect for others. At the same time, it is obliged to support, promote and fully accept diversity in their own teams and in their surrounding. In case of observing non-conformities in the above areas the management shall respond immediately and recourse to the Ethics Committee or the representative of the Human Resources Department and the Legal Department in order to solve the



matter. The company's management and all employees are obliged to adhere to the anti-mobbing policy and apply to the Code of Ethics implemented at ABC Data.

Notifying on non-conformities

The employees can report on the cases of discrimination to their direct superiors, extended superiors, employees of the Human Resources Department or the Legal Department. There is a possibility of anonymous notification on such cases by way of filling an appropriate form. Actions involving discrimination, harassment or mobbing are subject to analysis and are not accepted at ABC Data. Employees performing the enlisted types of behaviour shall be subject to disciplinary actions and the company shall make every effort to clear the situation and counteract reoccurrence of such behaviour.

Constant improvement

The Human Resources Manager is responsible for implementation of the diversity policy. The Management Board of the company receives an annual report on the issue. ABC Data provides proper training to the management staff and shares knowledge on counteracting discrimination and mobbing, promotes diversity and regularly improves its practices in that regard.