

	Enson Limited Liability Company Tax Identification Number (NIP) 7732493141	Date: 29 May 2026
	DIVERSITY AND HUMAN RIGHTS POLICY AT ENSON SP. Z O.O.	Date of publication: 3 June 2026

Appendix No. 3 to Management Board Resolution No. 2/05/2026 of 29 May 2026

DIVERSITY AND HUMAN RIGHTS POLICY

	Enson Limited Liability Company Tax Identification Number (NIP) 7732493141	Date: 29 May 2026
	DIVERSITY AND HUMAN RIGHTS POLICY AT ENSON SP. Z O.O.	Date of publication: 3 June 2026

Table of contents

Chapter I – General provisions	3
Chapter II – Respect for human rights and diversity.....	4
Chapter III – Our actions to ensure compliance with the principles.....	9
Chapter IV – Reporting breaches	10
Chapter V – Monitoring	10

 enson	Enson Limited Liability Company Tax Identification Number (NIP) 7732493141	Date: 29 May 2026
	DIVERSITY AND HUMAN RIGHTS POLICY AT ENSON SP. Z O.O.	Date of publication: 3 June 2026

Chapter I – General Provisions

I. Purpose of the Policy

The Diversity and Respect for Human Rights Policy (hereinafter: **‘the Policy’**) is an expression of respect for every person’s existence and their rights, regardless of their individual characteristics. We express our conviction that:

- no one may be discriminated against on the grounds of differences between people, which are a natural phenomenon,
- everyone has the right to equal treatment, including in matters such as: employment and termination of employment, working conditions and remuneration, as well as promotions and vocational training.

By introducing this Policy:

- we set out the principles for respecting human rights at Enson and the procedures to be followed in the event of a breach of these rights,
- we commit to applying it within the Company and in our dealings with external partners.

Human rights are inherent to every human being. We emphasise their value and are committed to responding to any violation of them. We do not tolerate any violation or attempted violation of these rights.

II. Legal Basis

This policy is based on Polish and international legislation, as well as documents setting out standards for respect for human rights and equal treatment, in particular:

- The Constitution of the Republic of Poland
- the Labour Code
- the Act of 3 December 2010 on the implementation of certain European Union provisions concerning equal treatment
- the Act of 27 August 1997 on the vocational and social rehabilitation and employment of persons with disabilities
- Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation
- the Convention for the Protection of Human Rights and Fundamental Freedoms of 4 November 1950
- the International Covenant on Civil and Political Rights of 19 December 1966
- the UN Guiding Principles on Business and Human Rights
- the UN 2030 Agenda for Sustainable Development (SDGs – Sustainable Development Goals).

 enson	Enson Limited Liability Company Tax Identification Number (NIP) 7732493141	Date: 29 May 2026
	DIVERSITY AND HUMAN RIGHTS POLICY AT ENSON SP. Z O.O.	Date of publication: 3 June 2026

III. Definitions used in the Policy:

- 1) **Policy** – Enson sp. z o.o.’s Diversity and Respect for Human Rights Policy
- 2) **We/Enson/the Company/the Employer** – Enson sp. z o.o., with its registered office in Czerniewice, at 3A Słoneczna Street.
- 3) **Employee/Staff Member** – any person who carries out work for the Company, regardless of their basis of employment, including interns and work experience students. Collectively, we refer to them **‘the Team’** in this Policy.
- 4) **Business partner** – any of our current or potential contractors or other business partners, including customers and suppliers.

IV. Who does the Policy apply to?

The principles of this Policy apply to everyone: members of the Company’s governing bodies, Employees, Associates and business partners.

We expect each of our:

- Employee and Contractor – to familiarise themselves with the content of the Policy and to comply with it.
- Business partners – to uphold the principles of equality and diversity – in accordance with the law and the Policy.

Chapter II – Respect for human rights and diversity

II. General principles and objectives

1. Respect for human rights and the principle of diversity are fundamental values for us in business and in our day-to-day operations. We are committed to protecting them and preventing any breaches.
2. Equal treatment applies to all persons covered by the Policy, regardless of, amongst other things: gender, age, disability, race, religion, nationality or ethnic origin, sexual orientation or gender identity, type of contract (fixed-term or permanent), working hours (full-time or part-time) and form of employment (employment contract or other basis for cooperation).
3. Our main objectives in the areas of diversity and human rights are:
 - to create an open and diverse workplace,
 - eliminating discriminatory and stereotype-driven behaviour,
 - ensuring equal pay for work of equal value,
 - breaking down stereotypes about people, their capabilities and skills,
 - taking into account the individual and legitimate needs of employees,
 - providing support to those affected by discrimination or unequal treatment,

 enson	Enson Limited Liability Company Tax Identification Number (NIP) 7732493141	Date: 29 May 2026
	DIVERSITY AND HUMAN RIGHTS POLICY AT ENSON SP. Z O.O.	Date of publication: 3 June 2026

- ensuring equality when applying for positions in decision-making bodies,
- organising training to raise awareness of diversity and human rights,
- raising awareness amongst business partners regarding human rights and ethical standards,
- preventing the Company’s activities from having a negative impact on human rights.

III. The right to life, liberty, personal integrity and security

Every person has the right to life.

No one may be deprived of their liberty – except in the cases specified by law.

Freedom is the ability to make decisions in accordance with one’s own will, without unjustified interference from others.

IV. Prohibition of torture and degrading treatment

We do not accept torture, corporal punishment, cruel or degrading treatment, or physical or psychological violence.

We do not tolerate the humiliation or violation of anyone’s dignity.

V. Freedom of conscience, religion and opinion

Everyone is free to choose their religion or belief and may express it individually or with others, whilst respecting the rights and freedoms of others.

Everyone is entitled to spiritual support and access to places of worship.

Everyone has the right to express their opinions and disseminate information.

Freedom of conscience, religion and opinion also has a negative aspect – it is forbidden to persuade or coerce others to share one’s values or to take part in religious practices.

VI. The right to privacy and family life

Everyone has the right to the protection of their private and family life.

Unlawful interference with a person’s home, correspondence or reputation is prohibited.

We protect data relating to the health, family and finances of our Team members and business partners.

We ensure the confidentiality of communications, particularly regarding personal matters, private life and employment.

VII. The right to assembly and association

 enson	Enson Limited Liability Company Tax Identification Number (NIP) 7732493141	Date: 29 May 2026
	DIVERSITY AND HUMAN RIGHTS POLICY AT ENSON SP. Z O.O.	Date of publication: 3 June 2026

Everyone may organise and take part in peaceful assemblies. We permit the formation of and membership in associations and trade unions.

Trade unions may organise lawful strikes and protests. Restrictions are permissible only on grounds of safety and the rights of others.

VIII. The right to equality before the law and the prohibition of discrimination

We are all equal before the law. We do not accept any form of discrimination – whether direct or indirect – on any grounds whatsoever.

Everyone has the right to be treated equally in similar circumstances. We ensure that you can exercise the rights and freedoms set out in this Policy without fear of any adverse consequences.

IX. Protection of personal data

Personal data is information that identifies a specific individual. No one is obliged to disclose their personal data without a legal basis.

We protect personal data and do not disclose it to unauthorised persons.

X. Prohibition of slavery, human trafficking and child labour

We do not accept any form of slavery or human trafficking – either within the Company's operations or amongst our business partners.

No one may be forced to work, except in cases specified by law.

We oppose the employment of children under the age of 15. We permit the employment of persons under the age of 18 only in accordance with the law.

We pay particular attention to the situation of migrants and the conditions under which they work.

XI. Freedom to choose one's occupation and place of work

Everyone has the right to choose their occupation and place of work. Except in cases provided for by law, may not be restricted in their right to practise a particular profession or carry out a particular job.

Anyone who possesses the relevant qualifications and meets the specified conditions may apply for the recruitment processes we conduct.

We do not use forced labour and require the same of our business partners.

XII. The right to decent working conditions and equal pay

Everyone has the right to fair working conditions – we recognise that pay determines the standard of living for the vast majority of people.

 enson	Enson Limited Liability Company Tax Identification Number (NIP) 7732493141	Date: 29 May 2026
	DIVERSITY AND HUMAN RIGHTS POLICY AT ENSON SP. Z O.O.	Date of publication: 3 June 2026

We ensure that every member of the Team enjoys fair, supportive terms of employment that are commensurate with their work, experience, skills and qualifications.

We determine remuneration on the basis of objective criteria, rather than subjective perceptions or discriminatory assessments, including those based on stereotypes.

Pay for the same work must be equal, regardless of gender or other protected characteristics.

XIII. The right to healthcare and social assistance

Our employees undergo all medical examinations required by law. We provide special protection for, amongst others, people with disabilities, pregnant women and older people.

XIV. The right to safe working conditions

We ensure working conditions that comply with health and safety regulations and international standards. We require the same of our business partners.

We take measures to prevent accidents and occupational illnesses.

XV. The right to days off and holidays

Everyone has the right to rest and annual leave. Rest is essential for maintaining productivity at work and good social relationships.

We support a healthy *work-life balance*. We organise work in such a way that employees and colleagues can genuinely make the most of their free time – spending it with their loved ones, pursuing their interests and achieving their personal goals.

XVI. Gender equality

Discrimination on the grounds of gender is unacceptable and contrary to the principles of equality, freedom and respect for human dignity.

Within the Company:

- every person has the right to participate in recruitment and employment on the basis of fair and objective principles, regardless of gender,
- women and men have equal rights in terms of duties, pay, promotion opportunities and work-life balance,
- pay for equal work must be equal, regardless of gender.

Any form of gender discrimination or harassment, including sexual harassment, is unacceptable. We implement preventive measures, and in the event of breaches, we respond decisively and hold perpetrators to account.

XVII. Equality regardless of age

 enson	Enson Limited Liability Company Tax Identification Number (NIP) 7732493141	Date: 29 May 2026
	DIVERSITY AND HUMAN RIGHTS POLICY AT ENSON SP. Z O.O.	Date of publication: 3 June 2026

Discrimination on the grounds of age (*ageism*) is unacceptable and contrary to the principle of equal treatment.

We do not take age into account when making recruitment decisions. We do not tolerate manifestations of ageism, i.e. prejudices and stereotypes towards people of different age groups. We do not differentiate pay on the basis of age – decisions are based on objective criteria such as experience and qualifications.

We do not use slogans that exclusively promote young staff or exclude older people. We encourage the exchange of experiences between older and younger team members, which fosters mutual understanding and integration.

XVIII. *Equality regardless of ability*

Every person with a disability has the right to equal treatment and full participation in working life – on the same terms as others. We create conditions that facilitate the employment and work of people with disabilities.

We provide the necessary facilities and reasonable adjustments tailored to the needs of specific individuals. We provide information on specific rights relating to disability, including reduced working hours, overtime and longer breaks during the working day. We raise staff awareness regarding respect for the rights and needs of people with disabilities.

We take into account the neurodiversity of our team members – that is, differences in the way they think and perception, and we adapt our communication and the working environment so that everyone can make full use of their skills.

XIX. *Equal treatment regardless of background and religion*

Every member of our team, regardless of race, religion, nationality or ethnic origin, has the right to equal treatment in terms of: employment and career development, working conditions, promotion and access to training.

In particular, we do not accept:

- **racism** – ideas or theories positing the superiority of one race or group of people of a particular skin colour or ethnic origin over others,
- **xenophobia** – attitudes, prejudices and behaviours that reject, exclude or denigrate people perceived as alien to the community or national identity,
- **religious intolerance** – discrimination, exclusion, restriction or preferential treatment based on religion or belief, which aims to or results in the deprivation or impairment of rights and freedoms,
- **ethnocentrism** – the belief that one's own group's customs and traditions are superior to those of others.

 enson	Enson Limited Liability Company Tax Identification Number (NIP) 7732493141	Date: 29 May 2026
	DIVERSITY AND HUMAN RIGHTS POLICY AT ENSON SP. Z O.O.	Date of publication: 3 June 2026

XX. Equality for people of different sexual orientations and gender identities

We strongly oppose all forms of discrimination, persecution and human rights violations against people of different sexual orientations or gender identities, including on the grounds of:

- sexual orientation,
- gender identity, that is, how a person identifies themselves,
- the way gender is expressed through clothing, hairstyle, make-up or the pronouns used.

We respect every member of our team, as well as our business partners and their staff, regardless of their sexual orientation, gender identity or how they express themselves.

We expect mutual respect and the avoidance of discriminatory behaviour in the workplace and in business relationships.

We strive to create a safe and open environment where everyone can be themselves, whilst respecting the rights and freedoms of others.

Chapter III – Our actions to uphold the principles of

We respect the principles of diversity and human rights in all areas of our operations and expect all our business partners to adhere to them.

Adherence to these principles is an important criterion when we enter into cooperation with business partners. We may verify whether they comply with these principles and make further cooperation conditional upon their observance.

In particular, we undertake the following actions:

- 1) **A culture of respect and openness** – we foster a working environment in which everyone feels accepted, and we incorporate issues of diversity, age management and gender equality into our organisational policies and procedures. We have appointed contact persons to deal with breaches of equality and dignity.
- 2) **Training and workshops** – we organise regular training sessions and workshops to raise awareness amongst all staff, particularly management, regarding diversity, anti-discrimination and anti-bullying.
- 3) **Monitoring and dialogue** – we carry out ongoing monitoring to prevent discrimination, unequal treatment and workplace bullying. We maintain an open dialogue with the team regarding our diversity policy and its outcomes.
- 4) **Combating child labour and forced labour** – we verify the age of all employees and contractors at the time of recruitment, require our business partners not to use child labour or forced labour, and carry out audits throughout the supply chain.
- 5) **Prevention of exploitation** – we monitor overtime, record it and remunerate it in accordance with the law; we ensure a fair bonus system based on clear criteria; we provide Employees with transparent information on terms and conditions of employment.
- 6) **Health and safety at work** – we regularly organise health and safety training and evacuation drills; we operate a system for reporting workplace hazards; we inspect and upgrade protective equipment and work tools.

 enson	Enson Limited Liability Company Tax Identification Number (NIP) 7732493141	Date: 29 May 2026
	DIVERSITY AND HUMAN RIGHTS POLICY AT ENSON SP. Z O.O.	Date of publication: 3 June 2026

- 7) **Combating discrimination and workplace bullying** – we train our team to recognise and respond to workplace bullying; we conduct surveys on employee engagement. We have implemented and apply a Policy on Combating Bullying, Discrimination and Unequal Treatment, which guarantees protection for the person making the report.
- 8) **Freedom of association** – we facilitate the formation of trade unions and other forms of employee representation.
- 9) **Equality in employment** – we carry out periodic pay reviews to ensure equal pay for men and women. We support those returning from parental leave .
- 10) **Impact assessment of investments** – we analyse the impact of new investments on human rights and adapt our activities to changing risks and operating conditions.

Chapter IV – Reporting breaches

You can report any breaches of the principles set out in the Policy, or any reasonable suspicion of such breaches, via our electronic reporting channel at <https://whistleblowersoftware.com/secure/enson>.

Detailed information on how to report a breach can be found in our Internal Reporting Procedure https://enson.pl/wp-content/uploads/2026/02/25.11.27_ENSON-Whistleblowers_Internal-Reporting-Procedure.pdf. We guarantee the confidentiality of your report, as well as support and protection against any retaliatory action in connection with your report.

If, for any reason, you do not wish to use this channel, you may also contact TDJ's Compliance Officer at compliance@tdj.pl

Chapter V – Monitoring

How do we monitor our activities?

Ensuring respect for diversity and human rights is a key element of our business development. We therefore maintain an ongoing due diligence process – identifying potential risks, preventing them and mitigating the effects of any breaches.

The TDJ Compliance Officer monitors the Policy's relevance on an ongoing basis. It is reviewed and updated periodically – at least once every two years. Should new risks be identified, or should there be changes to generally applicable legislation or the Company's internal regulations, as well as issues requiring attention, the Policy is updated more frequently.