Confidentiality level:

HPB - PUBLIC

HRVATSKA POŠTANSKA BANKA, p.l.c.
Division for Strategic Development and Business Transformation
Jurišićeva ulica 4, HR-10000 Zagreb

PRINCIPLES OF DIVERSITY AND NON-DISCRIMINATION

Hrvatska poštanska banka p.l.c. (hereinafter: the Bank) is a signatory of the Diversity Charter, which aims to foster the implementation of diversity policies in the business sector. Diversity is a cornerstone of modern society and essential for creating a positive workplace culture, emphasizing employment based on personal abilities and qualifications, free from discrimination and harassment.

The Bank is committed to cultivating a work environment accepting and respectful of individual differences. Any form of discrimination is prohibited, with respect to access to any type of professional training and development, upskilling, reskilling, employment terms and conditions, social security, health care, labour rights and the right to membership and activity in employee associations and other organizations.

The Bank aligns the impact of its business operations with the 17 United Nations Sustainable Development Goals (SDGs), including Goal 5: **Achieve gender equality and empower all women and girls.**

In line with its respect for diversity and non-discrimination, the Bank structures its operations around the following core principles:

1 Equality and Non-Discrimination. The Bank is committed to ensuring that all employees have access to equal opportunities for their professional advancement. Direct or indirect discrimination against any person seeking employment or employed based on gender, race, skin colour, ethnic or social origin, genetic features, language, religion or beliefs, political or any other opinion, membership of a national minority, property, birth, disability, age, or sexual orientation is forbidden.

2 Cultivating Diversity in the Workplace. The Bank is dedicated to fostering a work environment that appreciates and leverages the unique backgrounds and contributions of each team member. The Bank is committed to embracing a workforce from a wide array of backgrounds, championing the inclusion of individuals across all spectrums of gender, sexual orientation, race, ethnicity, religion, disability, age. The Bank places special emphasis on ensuring inclusivity for persons with disabilities.

3 Promoting Unity and Mutual Respect. It is imperative for Bank employees to adhere to values that cultivate a culture of inclusivity, security, and respect for diversity. Interactions among colleagues are expected to be conducted with utmost respect, contributing to a harmonious workplace atmosphere.

4 Enhancing Personal and Professional Growth. The Bank is dedicated to empowering every employee to cultivate their unique talents, foster innovation, and embrace creativity. It advocates for pushing beyond the limits in both professional growth and personal advancement.

5 Fostering Diversity, Equality, and Non-discrimination in Governing Bodies. The Bank actively promotes a culture of equality, diversity, and inclusion within its leadership teams. By adhering to its Diversity Policy, the Bank ensures a balanced representation of genders

across its Management and Supervisory Boards, and reinforces these values throughout all levels of managerial roles.

6 Ensuring a Respectful and Inclusive Work Environment. The Bank stands firmly against discrimination and harassment in any form. It is actively engaged in initiatives aimed at eradicating such behaviours and elevates the consciousness of its workforce regarding the significance of these principles.

7 Promoting Broad-Based Diversity Awareness. The Bank is devoted to fostering an understanding of diversity's value, not only within its team but also among its broader circle of customers, suppliers, and other stakeholders. The Bank expects its business partners, suppliers, and clients to respect the principles of diversity and non-discrimination, in line with the Anti-Discrimination Act and EU directives, and to engage with the Bank under the framework of socially responsible business practices.

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