

GTC recognises that we operate in a world where inequalities still exist. We believe that all persons should have equal rights to recognition of their human dignity and to have equal opportunities to be educated, to work, receive services and to participate in society.

GTC is committed to encouraging a supportive and inclusive culture among the whole GTC team, GTC's contractors and subcontractors. We want a working environment which supports our values, and which is free from any form of discrimination, bullying or harassment and where all individuals are treated with respect, fairness and consistency.

GTC is committed to the promotion of equal opportunities through the way we manage the organisation and provide services on the motorway. To express this commitment, we develop, promote and maintain policies that will be conducive to the principles of fairness and equality on the project.

## Objective

The objective of this policy is that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities, including access to services, on the grounds of gender, race, colour, nationality, ethnic origin, religious or philosophical beliefs, health status, age, marital status, parental status, sexual orientation, political beliefs or trade union membership, class, responsibility for dependents, physical attributes, lack of formal qualifications where such qualifications are not formally required, or any other grounds which cannot be shown to be justifiable within the context of this policy.

This policy will influence and affect every aspect of activities carried out in GTC, including but not limited to

- Equal and inclusive work employment
- Equal and inclusive information provided to users via different channels of communication
- Safety of users
- Inclusion of users
- Privacy
- Freedom in expression of ones needs
- H&S matters
- Protection of children
- Non-discriminative service
- Access to products and services
- Proper marketing practices

To implement this policy, we shall:

- Communicate the policy to employees, job applicants contractors and subcontractors,
- Incorporate an action plan in respect of implementing the Diversity, Equality and Inclusion policy,
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

GTC will treat all complaints of unlawful discrimination on any forbidden grounds made by employees, clients or other third parties and will act where appropriate and the complainant will be informed of the outcome in line with these procedures.

We will also monitor the number and outcome of complaints of discrimination made by employees, volunteers, clients and other third parties.

## Legal Obligations

The legal bases of this policy are broad.

The main of them (but not the only) is article 32 of the Constitution of the Republic of Poland of April 2, 1997 (Journal of Laws No 78, heading 483, as amended) which states that everyone shall be equal before the law and no one shall be discriminated against in political, social or economic life for any reason whatsoever.

The principle of non-discrimination is also laid down in art. 11<sup>2</sup> and art. 11<sup>3</sup> of the Employment Code of June 26, 1974 (Journal of Laws No 24, heading 141, as amended). Both of the articles were intended to implement a prohibition of differentiation of the situation of employees in the same roles as well as a prohibition of any discrimination, direct or indirect, in employment on the grounds of one or more reasons such as gender, age, disability, race, religion, nationality, political opinions, trade union membership, ethnic origin, beliefs, sexual orientation or due to employment for a definite or an indefinite period or on full-time or part-time basis.

The legal bases of this policy may be also found in the Act on the Implementation of Certain European Union Provisions on Equal Treatment of December 3, 2010 (Journal of Laws No 254,item 1700, as amended), in particular in art. 8 of this Act in which the principle of non-discrimination of natural persons was set out. The above-mentioned Act implemented several Directives (as 86/613/EWG, 2000/43/WE, 2000/78/WE and others).

It is worth underlining that this policy stems not only from the polish law, but also from the international law – for example, in art. 14 of the European Convention for the Protection of Human Rights and Fundamental Freedom of November 4, 1950 (Journal of Laws 1993, No 61, heading 284) a right of each person to exercise the rights and the freedoms arising from the above mentioned Convention without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status was included.

The right of every person to equality before the law and protection against discrimination is a universal right, which is also recognized in the legal acts and conventions, to which Poland, as a Member State of the European Union, is a party.

## Monitoring

We will monitor the progress of this policy and results of such monitoring will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy.

This Policy is approved by the signatories of the Management Board of Gdansk Transport Company S.A