

ERGIS S.A. DIVERSITY POLICY STATEMENT

ERGIS S.A. respects its diverse multicultural group of employees and collaborators, and places particular emphasis on a policy of equal treatment regardless of gender, age, health, disability, race, nationality, ethnic origin, religion, faith, lack of denomination, political beliefs, trade union membership, family status, lifestyle, form, scope and basis for employment, other types of cooperation, and other factors that may give rise to discriminatory attitudes, and, therefore, applies the principles of diversity management and equal treatment policy as well as promotes and disseminates them, which is, among other things, manifested by:

- creating an atmosphere and an organisational culture that ensure respect for diversity,
- applies a policy of equal treatment and diversity management in the workplace, including such areas as recruitment, access to training and promotion, pay, balance between work and private and family life, fight against discrimination, harassment or bullying, and protection against discrimination, harassment or bullying.

The participation of women and men on the Management Board of the Company is as follows: 100% men and 0% women. The participation of women and men on the Supervisory Board is as follows: 85.71% men and 14.29% women. The bodies of the Company consist of persons of all ages, with education in various areas, and with different professional and life experience.

The Company employs, including in key management positions, women and men of different ages, from different backgrounds and different cultures, with all kinds of interests and skills, representing various disciplines in education, and different work and life experience.

In its employment strategy and internal procedures, the Issuer is guided by the principle of applying substantive criteria in employing and paying employees at all levels, including the bodies of the Company and its key managers. A significant part of the Issuer's business is carried on in foreign markets, therefore a substantial number of the Issuer's Group's employees speak foreign languages. The key sectors of the Issuer's Group's activities are industrial packaging, food packaging and PVC soft films, thus the Group is mostly looking for specialists in these areas. The salaries of employees are closely linked both to their individual performance as well as to the results achieved by the individual segments/companies of the Group. The Group's Code of Ethics contains strict rules of non-discrimination on the basis of religion or lack of denomination, confession, membership in a church or religious organisation, gender, anthropological features, social status, wealth, nationality, ethnic origin, language, disability, illness, appearance, sexual orientation, beliefs and political affiliation, marital status, and age. In accordance with the laws in force, we ensure that employees can celebrate their religious holidays that fall on days other than public holidays.

The purpose of the Company's diversity policy is to promote equal treatment and diversity (not only in the workplace), create an atmosphere and organisational culture that ensure respect for diversity and equal opportunity policy, where different opinions are taken into

account and no one is excluded, which results in, among other things, greater efficiency, better cooperation with clients and, consequently, better achievement of business goals. In the reporting period coinciding with the calendar year 2016, ERGIS S.A. will fully apply its diversity policy with respect to all persons, in a way that will reinforce the same.

Legal basis:

*I.Z.1.15 of Best Practices of WSE Listed Companies
(in its wording in force as of 1 January 2016)*

Management Board of the Company:

Tadeusz Nowicki – President of
the Management Board
Jan Polaczek – Vice-President of
the Management Board