



DIVERSITY POLICY FABRYKI MEBLI „FORTE” S.A.

**FABRYKI MEBLI
„FORTE” S.A.**

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FABRYKI MEBLI „FORTE” S.A. (hereinafter referred to as: FORTE or Company) is one of the biggest European manufacturers of furniture for self-assembly. Diversity and openness are the values that constitute an integral part of the Company's business activity and its employment policy. Diversity management is a modern business approach, which is based on universal principles of respect and tolerance for the other person, as well as on the principle of effective use of the potential of each employee. Diversity policy at FORTE is based on creation of such jobs, where everyone, regardless of age, gender, race, nationality, ethnic origin, political convictions, health, disability, family status, religion, lifestyle, sexual orientation or any other criterion, will feel appreciated, valued, as well as will be able to fully develop and derive satisfaction from their job.

The above-mentioned principles are used in relation to all people employed at FORTE, including the Company's authorities and its key managers.

The purpose of adopted Diversity Policy is to build awareness and organizational culture of the Company that is open to diversity, which contributes to the success of the organization, leads to increased work efficiency, counteracts discrimination and mobbing, as well as improves the results achieved by the Company.

By recognizing that the Diversity Policy is a significant element of the Company's strategy and constitutes an element of competitive advantage, FORTE particularly covers the following areas:

- diversity management in the workplace,
- education, training and personal development,
- breaking down barriers in the workplace,
- efforts to prevent discrimination and mobbing in the workplace,
- intergenerational dialogue,
- creation of the right atmosphere in the workplace,
- monitoring and controlling the use of adopted Diversity Policy.

Diversity Policy in relation to the Company's authorities and key managers is carried out by, among others, diversifying the key management in terms of gender, age, education, professional experience, competence, cultural and national origin. The decisive aspect primarily consists of the highest qualifications and substantial preparation to perform specific functions and tasks.