

**POLICY AGAINST MOBBING, DISCRIMINATION AND UNEQUAL
TREATMENT AT ENSON SP. Z O.O.**

NAME OF THE DOCUMENT	Policy Against Mobbing, Discrimination and Unequal Treatment
Date of first issue	27.11.2025
Version and date of revision	version 1 - 27.11. 2025
Personal scope	Own employee resources (employees, contractors), interns, apprentices
Reference to the value chain	Own operations
Nature of document	External (to be published on the website)
Process owner/position	HR Business Partner

	Enson Sp. z o.o. NIP 7732493141	Date: 27.11.2025
	POLICY AGAINST MOBBING, DISCRIMINATION AND UNEQUAL TREATMENT AT ENSON SP Z O.O.	Publication date: 27 November 2025

TABLE OF CONTENTS

TABLE OF CONTENTS	1
1. WHAT IS THE PURPOSE OF THE POLICY?	1
2. WHO IS AFFECTED BY THE POLICY?	2
3. WHAT PHENOMENA DO WE OPPOSE?	2
4. WHAT MIGHT BE AN EXAMPLE OF MOBBING, DISCRIMINATION OR UNEQUAL TREATMENT? ...	3
5. IT IS NOT MOBBING, DISCRIMINATION OR UNEQUAL TREATMENT IF....	5
6. WHAT ACTIONS DO WE TAKE?	5
7. WHAT DO WE EXPECT FROM OUR EMPLOYEES AND BUSINESS PARTNERS?	6
8. WHAT CAN YOU DO IF YOU PERCEIVE MOBBING, UNEQUAL TREATMENT, DISCRIMINATION OR HARASSMENT IN OUR ORGANISATION?	7
9. MONITORING AND AMENDING THE POLICY	7

1. What is the purpose of the Policy?

Our goal is to create a workplace where every employee and colleagues - regardless of position, background, gender, age, beliefs, ability or other personal characteristic - feel safe, treated with respect and trust.

For this reason, we introduce and apply an Policy Against Mobbing, Discrimination and Unequal Treatment (hereinafter the "**Policy**") to counter undesirable behaviour, but also to promote an organisational culture based on the values of equality, responsibility and mutual respect.

The Policy is a clear message that we do not tolerate mobbing or discrimination in any form. Clearly defined policies and procedures help to identify and respond effectively to phenomena that violate the dignity of our team members.

For HR Department, it is also a tool to support the building of a positive *employee experience*, increasing engagement and talent retention.

From a business perspective, the Policy has a preventive and strategic role. Anti-harassment and anti-discrimination directly translates into higher team efficiency, lower absenteeism, reduced legal risks and building a reputation as a responsible and modern employer. It is an investment in the stable development of ENSON sp. z o.o. as an organisation based on sustainable values.

	Enson Sp. z o.o. NIP 7732493141	Date: 27.11.2025
	POLICY AGAINST MOBBING, DISCRIMINATION AND UNEQUAL TREATMENT AT ENSON SP Z O.O.	Publication date: 27 November 2025

2. Who does the policy apply to?

The policy applies to everyone involved in our organisation - regardless of their form of employment, position or place of work.

It covers:

- ✓ all employees,
- ✓ those working with us under civil law contracts (e.g. contract of mandate, B2B),
- ✓ temporary employees,
- ✓ apprentices, trainees, volunteers,
- ✓ candidates for employment,
- ✓ other persons residing within or interacting with our organisation as part of a professional relationship (e.g. contractors, subcontractors, suppliers).

The Policy applies to face-to-face interactions as well as to remote, hybrid or electronic communications - regardless of the channel or form of interaction.

We see a special role in the implementation of the Policy in the managers and supervisors of the individual teams of our Company. It is from them that we expect to promote by their own example an appropriate level of respect and organisational culture, but also to respond to any signals of irregularities from other employees or business partners.

3. What do we oppose?

As an employer, we oppose all manifestations:

- ✓ **Mobbing** - by which we mean actions or behaviour towards or against an employee that consists of persistent and prolonged harassment or intimidation, causes him or her to underestimate his or her professional abilities, aims to humiliate or ridicule him or her or leads to his or her isolation or exclusion from the team.
- ✓ **Unequal treatment** - i.e. violation of the principle that employees have equal rights by virtue of performing the same duties equally.
- ✓ **Discrimination:**
 - **direct** - which consists of unjustified unequal treatment in a comparable situation less favourably than other people. It also includes encouraging or coercing another person to breach the principle of equal treatment;

	Enson Sp. z o.o. NIP 7732493141	Date: 27.11.2025
	POLICY AGAINST MOBBING, DISCRIMINATION AND UNEQUAL TREATMENT AT ENSON SP Z O.O.	Publication date: 27 November 2025

- **indirect** - where, as a result of an apparently neutral provision, criterion applied or action taken, there is or would be an unfavourable disparity or a particularly unfavourable situation with regard to the establishment and termination of and termination of the employment relationship, terms and conditions of employment, promotion and access to training in relation to all or a significant number of employees who belong to group distinguished on the basis of one or more of the above-mentioned grounds. The exception is when this provision, criterion or action is objectively justified by a legitimate aim and the means used to achieve it are appropriate and necessary.
- ✓ **Harassment** - i.e. unwanted conduct that has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment towards that person.
- ✓ **Sexual harassment** - i.e. harassment of a sexual nature or relating to the sex of an employee or worker. It may consist of in particular, physical, verbal or non-verbal elements.
- ✓ **Violation of the personal rights of our team members** - regardless of their basis of employment.

4. What could be an example of mobbing, discrimination or unequal treatment?

To effectively prevent phenomena that violate dignity and equality at work, it is important to understand how they can manifest themselves in everyday work situations. The following are examples of behaviour that, taking into account the whole context of a given situation, may be considered as mobbing, discrimination or harassment.

At the same time, we emphasise that the perpetrator of mobbing or harassment can be not only a supervisor, but also:

- ✓ a co-worker,
- ✓ a person in an equivalent position (so-called *bullying*), or
- ✓ a lower position in the structure (so-called *staffing*),
- ✓ or even our business partner.

Mobbing - or persistent harassment and intimidation

- Regular criticism in front of others, ridiculing you or making fun of your ideas.
- Intentionally isolating you from the team, ignoring you at meetings, skipping In email communication.

	Enson Sp. z o.o. NIP 7732493141	Date: 27.11.2025
	POLICY AGAINST MOBBING, DISCRIMINATION AND UNEQUAL TREATMENT AT ENSON SP Z O.O.	Publication date: 27 November 2025

- Demanding information in a raised voice during a meeting or video conference.
- Disseminating false information about you, questioning your competence, but also unfounded allegations of mobbing, discrimination or harassment.
- Exerting psychological pressure, e.g. threats of job loss without any real basis.

Discrimination - unequal treatment based on personal characteristics

- Being overlooked for promotions, bonuses, interesting projects solely because you are a e. g.: woman, a senior citizen, a person with a disability or a certain nationality.
- Rejecting you as a job candidate because of your age, appearance, religion or sexual orientation.
- Assigning responsibilities on the basis of stereotypes (e.g. "women are not suited to technical tasks", "people of this age cannot master new technologies").
- Using exclusionary or offensive language towards people from minority groups.
- Treating employees with the same experience and competencies in a way that is systematically less favourable - just because of their 'other' characteristic.

Harassment - that is, the violation of dignity through unwanted behaviour.

- Commenting on appearance, dress or personal characteristics in an inappropriate, embarrassing or sexualising manner.
- Telling obscene jokes, displaying erotic content or jokes with sexual overtones.
- Attempts at physical contact without consent (e.g. unwanted hugs, touching of the arm, hand holding).
- Sending messages with sexually suggestive content or emoji.
- Making allusions to 'favours' in return for promotion, bonuses or more favourable treatment.

Important:

Any of these behaviours - even if on the surface they appear to be 'banter' or 'laid-back' - can be a violation if they cause the other person discomfort, fear, feelings of humiliation or exclusion.

	Enson Sp. z o.o. NIP 7732493141	Date: 27.11.2025
	POLICY AGAINST MOBBING, DISCRIMINATION AND UNEQUAL TREATMENT AT ENSON SP Z O.O.	Publication date: 27 November 2025

5. It is **NOT** mobbing, discrimination or unequal treatment if...

Situation	Example	Why is it not a violation?
Legitimate demands	A supervisor asks you to correct errors in a report or complete a task urgently.	This is part of management and work organisation.
Single conflict	There is a one-off emotional exchange between employees.	As a rule, mobbing must be persistent and long-lasting.
Constructive feedback	The employee receives feedback on areas for improvement.	Substantive criticism is part of professional development.
Personnel and organisational decisions	Change of team or termination for objective reasons.	If they are justified and transparent - they do not violate the law.
Differentiation based on facts	Bonus goes to those with the highest performance.	Equality does not mean uniformity - objective criteria count.

6. What action do we take?

We are aware of our legal and ethical obligation to counter mobbing, unequal treatment and harassment. To this end:

- ✓ We organise regular training for employees and managers on anti-mobbing and discrimination, equal treatment and non-violent communication;
- ✓ We have implemented an Internal Reporting Procedure, which ensures that irregularities can be reported safely and confidentially and that each case can be effectively explained by a team of professionals;
- ✓ We ensure that the designated anti-mobbing person can be contacted directly;
- ✓ We document and monitor the progress of the case, informing those involved of the outcome;
- ✓ We disseminate the principles of equal and ethical treatment on the intranet, during the implementation process and in HR materials;
- ✓ We provide educational materials on good practice at work;
- ✓ We conduct anonymous surveys among our team to catch undesirable developments;

	Enson Sp. z o.o. NIP 7732493141	Date: 27.11.2025
	POLICY AGAINST MOBBING, DISCRIMINATION AND UNEQUAL TREATMENT AT ENSON SP Z O.O.	Publication date: 27 November 2025

- ✓ We implement interim measures where necessary (e.g. separation of conflicting parties, change of team);
- ✓ We respond to retaliation - we do not allow reprisals against those reporting the problem;
- ✓ We conduct reviews of policies and procedures so that they are in line with current needs and best practice.
- ✓ We respond according to a zero-tolerance approach and draw consequences for whistleblowers, which, as appropriate, may include disciplinary action, termination or other reasonable, effective and lawful action.

Any irregularity of the above nature is detrimental not only to the person affected but also to our entire organisation. It will therefore be met with our appropriate response.

In particular, we draw attention to the fact that, depending on who is the perpetrator of the irregularity, it may be considered as a serious breach of fundamental duties of the employee or of any other contract linking the person with us, entailing liability for disciplinary action, damages or even criminal liability.

At the same time, we emphasise that obviously unsubstantiated allegations of mobbing, unequal treatment, discrimination or harassment that damage the good name of our organisation or its members may be assessed in the same way.

7. What do we expect from our employees and business partners?

Building a working environment free of mobbing, discrimination and harassment is a shared responsibility - both of the organisation and of everyone who works with it. Therefore, we expect both our employees and our business partners to support these values not only in declarative terms, but above all in their everyday behaviour.

In particular, we expect them to:

- ✓ to familiarise themselves with the content of the Policy and to apply it in practice;
- ✓ maintain a culture of expression, also in situations of stress or conflict;
- ✓ to be attentive to microaggressions and unconscious biases - and to be prepared to learn and change;
- ✓ avoid jokes or comments that might offend someone's beliefs, appearance, gender, orientation, age, background, etc.; and

	Enson Sp. z o.o. NIP 7732493141	Date: 27.11.2025
	POLICY AGAINST MOBBING, DISCRIMINATION AND UNEQUAL TREATMENT AT ENSON SP Z O.O.	Publication date: 27 November 2025

- ✓ refrain from any form of harassment, unequal treatment, discrimination, harassment or other forms of violating the personal rights of our Company's team members;
- ✓ report irregularities that we have observed and cooperate in the investigation process;
- ✓ support those who find themselves in difficult situations - empathy, support and solidarity make a real difference.

Why is this important?

Because it is only through shared commitment that we can create a working environment where everyone has equal opportunities, feels safe and can develop their full potential - whether they are an employee, a leader or an external partner.

8. What can you do if you see mobbing, unequal treatment, discrimination or harassment in our organisation?

If you see situations that you think may be mobbing, unequal treatment, discrimination or harassment - don't be indifferent.

If you feel that someone is directing unacceptable behaviour towards you - don't be afraid to report it.

As a witness or as someone directly affected by it, you can report any such incident using our whistleblowing platform at: <https://whistleblowersoftware.com/secure/enson>.

You will find detailed information on how to report a breach in our Internal Reporting Procedure.

We will ensure that your report remains confidential, supported and protected from any retaliation for reporting.

If for any reason you do not wish to use this path you can also contact the Compliance Officer of the TDJ Group to which we belong at compliance@tdj.pl

9. Monitoring and changes to the Policy

TDJ's Compliance Officer monitors the currency of the provisions of the Policy on an ongoing basis. The Policy is reviewed and updated periodically - at least once every two years. The Policy is updated more frequently if new risks are identified, if there are changes to generally applicable laws or the Company's internal regulations, or if issues need to be addressed.

In the event of doubt, uncertainty or difficulty in interpreting or applying the Policy, the TDJ Compliance Officer must be consulted.

	Enson Sp. z o.o. NIP 7732493141	Date: 27.11.2025
	POLICY AGAINST MOBBING, DISCRIMINATION AND UNEQUAL TREATMENT AT ENSON SP Z O.O.	Publication date: 27 November 2025

Appendix 1 to the Policy on Anti-Harassment, Discrimination and Unequal Treatment

.....

Place, date

.....

Name

Declaration

I have read the contents of the Policy against mobbing, discrimination and unequal treatment at ENSON sp. z o.o. and I undertake to apply it.

At the same time, I understand that any behaviour of mine with the characteristics of mobbing, discrimination, unequal treatment or harassment will not be tolerated by the Company and I am aware of the possible consequences it may entail.

.....

date and signature