

## **How do we ensure equal opportunities at Żabka?**

At Żabka, pay has no gender! In 2022, we became the first Polish organisation to receive the prestigious EQUAL-SALARY certificate. Now, we proudly reaffirm our commitment to pay equality by being awarded this exceptional distinction for the second time.

This is independent proof that our remuneration policy ensures that the salaries of all our employees depend solely on their skills, performance, and contribution to the organisation.

For years, we have been consistently building a culture based on values and mutual trust. Our policies, internal regulations, and regular surveys support us in this work. We strive to create a workplace where everyone feels comfortable, can develop their strengths, and has equal opportunities for growth.

The EQUAL-SALARY certificate demonstrates that equal pay and equal development opportunities are not merely declarations for us, but part of our company's everyday practice. This distinction is not only a source of pride but also a commitment to continue building a working environment founded on respect, diversity, and fairness.