



POLYHEDRON

SGPS

Diversity and inclusion policy



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Version control

Date	Name	Version	Description of changes
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1. Introduction

Polyhedron SGPS promotes a diverse work environment in which everyone is welcome, regardless of age, race, ethnicity, place of birth, nationality, religious belief, gender identity, sexual orientation, marital status, cultural context, ideological or political orientation, economic or social situation.

Polyhedron SGPS fosters an environment that encourages new ways of thinking and working, values everyone's contributions and perspectives, promotes practices that recognize individual contribution and performance, develops the capabilities of each individual, offers everyone equal opportunities to use their talent and realize their potential, and encourages collaboration so that we can excel together.

Gender equality is a core value of Polyhedron SGPS, which actively promotes gender equality, not accepting any kind of discrimination, positive or negative.

In all its activities, Polyhedron SGPS aims to eliminate inequality and promote equality.

This policy establishes the commitment of Polyhedron SGPS in terms of diversity and inclusion, as well as in ensuring compliance with legislation and regulations and best practices in these matters, and should be applied in conjunction with the code of conduct.

2. Scope of application

1. The partners and collaborators, whatever the nature of the bond, are responsible for reading, knowing and applying the diversity and inclusion policy.
2. Failure to comply with the diversity and inclusion policy may incur the author(s) in labor, civil and/or criminal liability.
3. The occurrence of any events and incidents should be reported immediately through the e-mail info@polyhedron.pt.
4. The regulatory compliance officer is responsible for reviewing and updating the diversity and inclusion policy, and for its supervision and control.
5. The board of directors is responsible for approving the diversity and inclusion policy and subsequent amendments.

3. Definitions

«Diversity» means the recognition, respect and appreciation of differences between people, including in particular differences relating to age, race, ethnicity, place of birth, nationality, religious belief, gender identity, sexual orientation, marital status, cultural context, ideological or political orientation, economic or social situation.

«Inclusion» means the process of embracing, understanding and integrating people, through opportunities for access and realization, while respecting individual and collective rights.

4. Principles

1. Creating conditions for understanding, respecting and promoting diversity and inclusion;
2. Promotion of an organizational culture based on mutual respect, recognition and appreciation of talents and individual differences;
3. Promotion of management practices that support the principles of diversity and inclusion at the level of equal treatment and opportunities, in the recruitment and selection process, in professional practice, in remuneration, in training and development, in evaluation and career progression;
4. Adoption of internal awareness and with customers, partners and other *stakeholders*, with a view to an effective application and effectiveness of the diversity and inclusion policy;
5. Zero tolerance for discrimination.

4.1 General rules

1. Equality in the recruitment and selection process;
2. Equality in the conditions of professional practice;
3. Equal pay;
4. Opportunities for training and continuous development;
5. Equality in assessment and career progression;
6. Reconciling professional activity with family and personal life;
7. Protection of parenting.

5. Final statement

Polyhedron SGPS is committed to implementing the necessary measures and controls for the proper management of diversity and inclusion, and to monitoring the evolution of best practices in these matters, with a view to continuous improvement.

6. Approval and entry into force

This policy was approved by the board of directors of Polyhedron SGPS on September 4, 2023, and entered into force on the date of approval.

This policy is reviewed every two years or whenever there are changes that justify its review.



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