
Żabka Polska with the title of *Best Quality Employer 2022*

Żabka Polska was awarded the title of *Best Quality Employer* for the second time. The Chapter of National Certification of the nationwide program appreciated the company for consistently maintaining the highest standards of employment policy, a rich package of social benefits and introducing various incentive systems for employees. The received title confirms the company's strong position on the domestic labor market.

Żabka Polska manages the largest chain of modern convenience stores in Eastern Europe. It creates jobs for more than 33 000 people, enabling them to develop in a diverse, inclusive and responsibly managed environment. These values are permanently embedded in the DNA of the company, which supports them with real activities, shaping the culture of the organization and influencing the involvement of employees.

The company guarantees stable employment on the basis of an employment contract without a probationary period and an attractive salary system. Employees can also count on the benefits package, which includes among others private medical care of Lux Med, life insurance, co-financing of the Multisport card. Persons with seniority of more than 3 years may also participate in an occupational pension scheme.

Żabka Polska achieves further business successes because it focuses on the development of people who co-create the company. It provides all employees with space for expert, leadership and personal development. It provides co-financing for training and courses and language learning. It organizes numerous staff competitions where one can win attractive financial and in-kind prizes. It also runs an employee referral program. In 2016, the company established the Żabka Academy, which is a development ecosystem that supports the implementation of the strategy, focusing on thematic pillars such as: knowledge of the organization, team cooperation, achievement of goals, creativity and personal development. The modern development environment for the employees of Żabka is also co-created by global partners, with whom the company cooperates on unconventional commercial and technological projects, involving modern systems and tools.

Best Quality Employer program implemented by the National Certification awards companies that conduct effective personnel policy, promoting the most interesting practices on the labor market and at the same time distinguish themselves with the highest competences in the broadly understood HR field. The title of *Best Quality Employer* is awarded only to companies that pass the detailed examination and verification process. Being among the winners of the program is a promotional support for the best employers to reach out to young talent and qualified professionals.

Żabka Polska Sp. z o.o. is the owner of the fastest-growing chain of convenience stores in Poland and one of the most dynamic formats in the world, opening more than 4000 new stores in 2016-21. About 15.5 million Polish consumers live no further than 500 m from the nearest Żabka store. As part of its responsibility strategy, Żabka has made commitments in the areas of good nutrition, services that facilitate sustainable life, the development of entrepreneurship, diversity and inclusive organizational culture, corporate governance, and decarbonization and circularity. More information about Żabka Polska at: www.zabka.pl. Link to the 2020 Responsibility Report: <https://raportodpowiedzialnosci.zabka.pl/>



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