
Żabka is the first Polish company with EQUAL-SALARY certification

The obtained EQUAL-SALARY certification confirms that salaries in Żabka are equal regardless of gender

Żabka Polska is the first Polish company with certification indicating equal salary in organizations regardless of gender. The award of the certification by the EQUAL-SALARY Foundation is based on the UN guidelines and recognized by the European Commission. It strengthens the position of the company among the best employers, who not only talk about their commitment to equality but also demonstrate it through real actions. EQUAL-SALARY Foundation is a Swiss foundation established in 2010, which examines equal salaries in companies.

The Żabka Group is a place where every employed person is valued, respected, and can fully realize their potential - regardless of who they are. The company respects the individuality and uniqueness of all employees, and in their diversity sees an opportunity for the development of the organization, which is evidenced by further actions taken to strengthen the inclusive company policy.

– In Żabka we have been consistently building an organizational culture based on values for years. Trust in the company is the result of our actions and builds the credibility of processes in which employees participate. The Payroll Policy we have adopted ensures that the remuneration of employees depends solely on their skills, the results achieved, and the impact on the organization. In the teams that make up our organization, we value the ingenuity and fresh look, which is ensured by the diversity of experience and competencies of the people employed. In this way, we can meet the ambitious business challenges we face and effectively build our competitive advantage – says Tomasz Suchański, CEO of Żabka Group.

This is confirmed by the EQUAL-SALARY certification for Żabka, known as the Equal Salary Regardless of Gender certificate.

– At our company, we ensure that everyone is equally rewarded for work of the same value and influence on the organization. Therefore, to reaffirm our commitment to creating equal salary opportunities, we implemented the Equity Policy in 2021 and underwent the external certification of EQUAL-SALARY. During the certification process, not only salary data was audited, but also focus groups talked to employees and checked their perceptions of equal opportunities in remuneration. Thus, the obtained certificate confirms not only equality in the conduct of salary policy, but also its perception and credibility among employees. The certification is obtained for 3 years. After this period, to confirm the equal approach to the method of remuneration, another certification is required, and this means a constant need to monitor and work on salary processes – says Jolanta Bańcerowska, Member of the Management Board, Chief People Officer in Żabka Group.

Żabka began the preparations for EQUAL-SALARY certification in November 2021. It is carried out by the EQUAL-SALARY Foundation, an independent non-profit organization, which issues a certificate based on a coherent, science-based approach. The certification is based on UN guidelines



and is recognized by the European Commission. It includes analysis of data on salaries and an evaluation audit of the company's HR policies, assessment of the company's solutions from the perspective of the employee group, and involvement of the company's management in ensuring equal salaries. In June 2022, Żabka completed the audit stage to obtain EQUAL-SALARY certification in August.

– Żabka Polska is the first Polish retail company to achieve the EQUAL-SALARY certification. By opening its doors to our auditors, Żabka Polska went beyond words and took a concrete and transparent step toward equal pay and inclusion. Through this action, Żabka Polska is strengthening its good governance and increasing its attractiveness and competitiveness. We are very proud of this achievement! – says Noémie Storbeck, co-CEO of EQUAL-SALARY Foundation.

Other activities undertaken by Żabka to develop diversity and inclusive organizational culture, the company describes in the report "Conveniently and Responsibly" published in June. This is the fourth overview of activities carried out under the Responsibility Strategy published by the Żabka Group. It is available electronically: [Responsibility Report](#).

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 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 2021 Responsibility Report: [Responsibility Report of the Żabka Group 2021](#).

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