



Personnel Policy of AS CleanR Grupa

AS CleanR Grupa's (hereinafter the Group) Personnel Policy lays down the basic principles of sustainable personnel management, with an aim to implement joint, modern, efficient practice across the Group. This allows the Group to employ qualified, professional, and motivated employees who will help it to run efficient operations, and ensures observance of the labor rights of the Group's employees, facilitates improvements on work organization, and fosters employee growth and loyalty.

Recruitment and career

Our aim is to build a professional and ambitious team of employees, driven by mutual trust, equality, and inclusion. The key criteria for staff selection and career development are professionalism and ability to work in a team, as well as honest attitude towards work and the Group's values.

At the same time, our aim is to have a long-term relationship with the employees of the Group's companies, therefore, to attract prospective specialists, vocation school students, and high-school students, we provide work placement opportunities.

Diversity management

We encourage diversity and do not tolerate discrimination based on people's ethnicity, age, gender, disability, sexual orientation, religious beliefs, political opinions, marital status, social background, or the like.

Training and professional development

Our aim is to encourage a learning and knowledge sharing culture within the Group that is aimed at employee growth, engagement, and interaction to facilitate higher performance. Both individual employees and teams receive regular in-house and external training aimed at acquiring diverse competencies and skills and raising qualifications.

Being aware of the importance a respectful dialogue in team building and in achieving the Group's strategic aims, we pay a particular attention on an annual assessment of competences of managers at all levels and on improving their communication and management skills.

Pay and benefits

Our aim is to ensure that each Group employee is paid at market and receives adequate recognition in line with their performance. The Group's remuneration system comprises compensation for work and fringe benefits.

We have devised a remuneration system that foresees equal pay for equal work for men and women regardless of their age. To make sure we pay competitive salaries in line with the company's financial abilities, we use qualitative data on pay in the market and remuneration studies.

Our fringe benefits package is created to support and take care of our employees and their family members. The remuneration system and the procedure and criteria for granting fringe benefits is described in the company's internal normative documents, which comply with the laws and regulations governing employment relationships.



Work environment and well-being

Our aim is to ensure safe work environment that encourages well-being and offers positive experience to each Group employee. We look after our employees' life and health by providing them with accident and health insurance.

We respect our employees and stand against any kind of harassment, including physical or emotional violence. We do not tolerate illicit employment arrangements.

We conduct regular employee engagement and satisfaction surveys and employer brand surveys using internationally recognized and comparable methodology. To extent possible we also assess and encourage the Group's employee engagement in outside-of-work activities.