



## Human Rights Policy and Statement

**Ekoenergetyka-Polska** is committed to respecting Human Rights and promoting them through its development. Ekoenergetyka condemn all acts, discourses and policies that could possibly lead to Human Rights abuses, such as discrimination based on gender, race, religion, ethnicity, sexual orientation, child labour, forced labour, obstacles to the fundamental freedoms such as freedom of speech and freedom of association.

Ekoenergetyka supports and respects the protection of Human Rights as expressed in the UN Universal Declaration of Human Rights and in the Declaration of Fundamental Principles and Rights at Work published by the International Labor Organization (ILO). Moreover, the company commits to the United Nations (UN) Protect, Respect and Remedy framework and the related UN Guiding Principles on Business and Human Rights.

In order to fulfil this statement, Ekoenergetyka's policy puts the emphasis on avoiding by all means to infringe on the rights of others. Ekoenergetyka's Human Rights Statement applies to the company as an employer, to all its employees and entities. In addition, Ekoenergetyka seeks to promote this statement's principles and values within its business throughout its projects and relationships with external actors.

### Employees

Ekoenergetyka treats every single of its employee with respect and dignity. It has built a working environment free from harassment and unlawful discrimination. Ekoenergetyka's own Code of Conduct has a section dedicated to its Non-Discriminatory Policy. The company's human resources policies and practices also state that workforce diversity is a strength that the company values and promotes everyday. Ekoenergetyka's work environment reflects its ethical views by being respectful, safe and empowering for all employees. Expressing concerns, grievances, and doubts is encouraged by the company's policy and solving procedures are immediately deployed when well-being questions are raised within Ekoenergetyka's working





environment. Employees are strongly encouraged to raise ethics, discrimination or harassment matters, and to report suspected violations of applicable laws, regulations and policies, such as violations of Ekoenergetyka's core ethics values. In this sense, retaliation for raising these concerns in good faith is prohibited.

### **Suppliers and Contractors**

The selection process of our suppliers and contractors implies an evaluation of their Human Rights position and of their respect of them within their policies, manufacturing and business development. The purpose of such monitoring is to ensure the total absence of any child labour, forced labour and cases of discrimination in the business chain Ekoenergetyka is involved in.

### **Society and local Communities**

To contribute to the effectiveness of achievement of human rights' respect, Ekoenergetyka is involved in improving economic, environmental and social conditions and serve as a positive influence in communities in which it operates. Charity donations are therefore key in Ekoenergetyka's relationships with local communities, as is active involvement in growing of a skilled workforce and quality employment in its community. Ekoenergetyka has an ongoing open dialogue with stakeholders and participates in diverse community engagement activities.

### **Sustainability**

Ekoenergetyka believes that respect for Human Rights is an important part of a path to a more sustainable society. Development that does not endanger the planet's resources for future generations' well being is therefore its main objective. Ekoenergetyka's core business is to bring about cleaner, quieter and thus more sustainable mobility.

With its business activities Ekoenergetyka actively contributes to creating a more fair, more respectful and more sustainable future - now.

