

## Declaration for Business Partners

Vistal Gdynia S.A. is committed to lawful and ethical business practices. We are committed to protecting human and labor rights, protecting the environment and preventing corruption. It is based on international standards and guidelines, such as the principles of the International Labor Organization (ILO), the UN Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the principles of the UN Global Compact.

This Declaration for Business Partners (the "Declaration") sets forth the standards that are followed in all business activities conducted by the Vistal Gdynia S.A.

### 1. HUMAN RIGHTS & LABOR RIGHTS

The Vistal Gdynia S.A. supports the International Labor Organization (ILO) declaration on the Fundamental Principles and rights at work. The Vistal Gdynia S.A. do not tolerate human trafficking, slavery or forced and child labor.

In addition, the Vistal Gdynia S.A. is committed to treating people equally and with dignity and respect.

#### 1.1 Discrimination

Vistal Gdynia S.A. provides a professional workplace that is free from unlawful discrimination or harassment. Employment-related decisions, including hiring, promotion, benefits, access to training, termination and retirement, are based only on relevant and objective criteria.

#### 1.2 Child labor

Vistal Gdynia S.A. is not engaged in or does not benefit from the use of child labor, which is work that is exploitative, prevents children from getting an education or jeopardizes their physical, mental or moral well-being. The minimum age for full-time employment must be the higher of that set forth in applicable law or ILO recommendations.

#### 1.3 Forced labor, human trafficking

Vistal Gdynia S.A. does not participate in or benefit from any form of forced labor, including bonded, indentured or slave labor, involuntary prison labor, or human trafficking. Workers are allowed to move around freely, leave their place of work when their shift ends and be free to terminate their employment with reasonable notice.

VISTAL GDYNIA S.A.

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Vistal Gdynia S.A. does not use or tolerate any form of corporal punishment, physical or mental abuse, threat of violence, monetary fees or fines, or any other form of abuse, coercion or intimidation.

#### 1.4 Harassment

In addition to the prohibitions in 1.3, Vistal Gdynia S.A. does not utilize or tolerate bullying, moral, sexual or other form of harassment.

#### 1.5 Employee benefits, compensation and temporary workers

Vistal Gdynia S.A. does comply with all applicable laws relating to wages, working hours, overtime and benefits. Vistal Gdynia S.A. provides workers with reasonable breaks, sufficient rest between shifts.

Vistal Gdynia S.A. provides employee benefits as provided by applicable laws, including sick leave, public holidays, vacation time and parental leave. Use of repeat temporary contracts may only be used for legitimate reasons and not for the purpose of denying employee benefits.

#### 1.6 Freedom of association and collective bargaining

Vistal Gdynia S.A. respects the right of employees to form and join trade unions, to carry out their representative functions in the workplace, and to negotiate collectively, in accordance with applicable laws. Vistal Gdynia S.A. does not attempt to influence employees to be members of a particular trade union, and does not dismiss employees because of their affiliation to a trade union.

#### 1.7 Health and safety

Vistal Gdynia S.A. complies with all applicable health and safety laws, rules, regulations and industry standards, and take all necessary steps to ensure that our workers are offered a safe and healthy working environment, including:

- Implementation of a written health and safety policy that is available to all workers;
- Minimalization of hazards inherent in the working environment as much as reasonably practicable;
- Provision all workers with regular and recorded health and safety training;
- Ensuring access to clean toilet facilities, potable (drinking) water, and sanitary facilities for food storage; and

- Ensuring that accommodation, where provided, is clean, safe, and meets the basic needs of the workers.

## 2. PROTECTION OF THE ENVIRONMENT

Vistal Gdynia S.A. complies with all applicable environmental laws and regulations, including any legislative developments that may be enacted.

Vistal Gdynia S.A. work systematically to prevent, minimize and remedy adverse environmental impacts from our activities, products and services by means of a proactive approach and management of their environmental responsibilities. These impacts include but are not limited to:

- Greenhouse gas emissions (GHGs)
- Air pollution
- Water use
- Wastewater management
- Waste to landfill
- Deforestation
- Biodiversity impacts

## 3. LAWFUL AND ETHICAL BUSINESS PRACTICES

Vistal Gdynia S.A. conducts business with honesty and integrity and demonstrates the highest standards of business ethics.



GDYNIA S.A.  
RZĄDU  
Radosław Stojek

*Chairman of the Board*