

CORPORATE SOCIAL RESPONSIBILITY POLICY

Corporate social responsibility, compliance with laws and regulations aimed at ensuring respect for human rights, health and safety as well as environmental protection are fundamental rules we follow while carrying out all the processes in the Company.

The basic rules of conduct that have been implemented and maintained, based on the Labour Code, our Integrated Management System Policy, Internal Regulations and requirements of our business partners, include:

- providing a safe and hygienic work environment;
- a ban on child labour and forced labour;
- respecting employees' dignity and personal interests through a ban on discrimination, the use of corporal punishment, harassment and any other forms of mental or verbal abuse;
- conformity of the work and remuneration system with currently applicable regulations;
- giving the employees the opportunity to represent their own interests, including freedom of association;
- enabling them to pursue their rights and establishing a way of free communication, including collective negotiations, and escalation if any irregularities and infringement of personal interests are found;
- observing the rules of free competition, rejecting any forms of corruption and building transparent and honest business relationships.

A detailed description of the rules and procedures is contained in the internal system regulations and documents of the Bilplast Company.

This policy applies to the whole business environment of the Company, which consists of its employees, contractors and related entities, whereas all the employees are responsible for complying with the rules of conduct.

We also undertake to ensure that our suppliers respect and comply with the

Łódź, dn.23.01.2020

President of the Management Board

Zbigniew Bednarek
Prezes Zarządu

