

SOCIAL RESPONSIBILITY POLICY

MOSTOSTAL POMORZE S.A.

RESPONSIBILITIES OF THE MANAGEMENT BOARD

The Company's Management Board has a special role in shaping the employees behaviour in their environment and is obliged to:

- > Promote ethical attitudes among employees,
- > Abide the provisions of this policy and its promotion among employees,
- > Responding to any information indicating the occurrence or the possibility of their arising inconsistent with the principles of Policy or Law,
- > Treat all colleagues in a partner manner and use dialogue to eliminate problems and situations that could negatively affect tasks and relationships.

PROFESSIONALISM

We do our best to use knowledge and competences in our work, and to be diligent and objective in our tasks.

We pursue our business objectives with respect for the rights and welfare of our customers, employees and the environment. We strive to ensure professional and reliable implementation of tasks entrusted to us, characterized by seriousness and respect.

In external relations we care for the goodwill of the Company and its long tradition, while protecting the assets we have been given.

We compete in a manner based on honesty and respect for the interest of our competitors.

COMPLIANCE WITH LAW

We comply with applicable laws and regulations by acting ethically and in accordance with socially acceptable standards and with respect for internationally recognized human rights standards.

We only work with legitimate companies that manufacture their products by employing workers in a lawful manner.

INCORRECT PAYMENTS / BRIBERY

We do not accept any benefit in return for acting or omitting to act with regard to the Company.

We do not accept any monetary or non-monetary benefits that do not arise from contracts entered into and expressly refuse to accept them.

We do not give any improper advantage to public officials or private sector representatives to obtain or retain business. Regardless of whether the benefit is offered or intended directly or through another person or entity.

GIFTS, BENEFITS AND GRATUITIES

We do not offer, directly or indirectly, to representatives or employees of customers/suppliers or anyone closely associated with them gifts, souvenirs, gratuities except promotional materials.

Acceptable gifts, gratuities or favors include items commonly considered as trinkets such as, but not limited to, pens, diaries, notebooks, etc. with a value not exceeding 200 PLN in the aggregate within one year from the same person or entity.

CONFLICT OF INTEREST

The Company and its employees do not become involved in situations where there is or may be a potential conflict of interest, which may include factual, procedural, psychological interests related to blocking the fulfillment of needs.

If we become aware of a potential threat of a conflict of interest, we promptly disclose it to the client.

MINIMAL WORKING AGE

We do not employ children under the age of 15, and the minimum age of the person employed is in accordance with applicable law.

We ensure that persons under the age of 18 do not perform any hazardous work.

FORCED LABOR

We do not use any form of violence to force people to work.

We do not force Employees to make "deposits/pledges" in the form of identification documents or work permits as a condition of employment.

We do not take part in human trafficking in the course of our business.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Our employees have the right to be, or refrain from being, members of a union and/or to be represented in collective bargaining agreements.

Employees have the right to influence their situation in the workplace. We fully respect the right to privacy.

DISCRIMINATION

We treat our permanent and hired employees equally and fairly.

We do not tolerate any form of harassment or discrimination based on race, color, religion, sex, political beliefs, national or social origin. We promote equal

opportunity and equal treatment in employment and in the performance of duties for permanent and hired employees, including immigrants.

TERMS AND CONDITIONS OF EMPLOYMENT

Employees are the Company's greatest asset. We are committed to ensuring that each employee openly reports any concerns and possible violations of the law, internal regulations and Company policies through implemented and announced anonymous communication channels to protect against potential reprisals.

We provide employees and job applicants with equal opportunities for employment, promotion, development and professional advancement.

We ensure that wages for employed workers and for hired workers are in accordance with applicable law and the contract.

We ensure that working hours are not excessive. We accommodate rest periods, holiday periods and other holidays in accordance with applicable laws and customs.

We actively oppose negative behavior between employees and seek to resolve any conflicts within a framework of mutual understanding, respect for dignity and interests.

We create regulations of Social Benefits, which is a guarantee of assistance for employees and their families as well as pensioners.

NATIONAL MINORITIES AND THEIR RIGHTS

We respect the socially, culturally and religiously important values and spiritual practices of national minorities, as well as their attachment to their land and native territory. If to some extent our work can affect these people, we will take appropriate supportive measures.

SAFETY RESOURCES

We use thorough and careful selection to ensure a high standard of safety for our crew and suppliers.

COMMUNITY

Our goal is to maintain long-term, positive, mutually beneficial social relationships with the Company's community.

We respect the local community and work to prevent and mitigate negative impacts on the local community (e.g., livelihood factors, water use, emissions, and land).

ENVIRONMENT

We operate in accordance with internationally recognized principles and practices of environmental management and strive for continuous improvement. We comply with relevant environmental legislation and permits. We strive to achieve resource efficiency and prevent environmental damage.

We grow sustainably by respecting the needs of the present and future community and the environment in which we operate.

HEALTH AND SAFETY

We operate ambitiously through continuous improvement of our work environment and through safe conduct, in accordance with internationally recognized health and safety management principles, practices and applicable laws.

STANDARDS FOR SUPPLIERS

We expect our Suppliers and Sub-suppliers to conduct their business in a manner consistent with the principles set forth in this Policy and, more importantly, applicable law, and we will strive to incorporate and control these expectations in our business relationships with them.

DATA PROTECTION AND PRIVACY

The Company takes care of data protection and applies appropriate organizational and technical solutions to prevent any interference in the privacy of its Clients by third parties.

The measures taken by the Company are aimed at guaranteeing full security at the level corresponding to the applicable national and international legislation in this field.


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