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## Policy and Human Rights Statement

Ekoenergetyka-Polska is committed to respect and promote human rights along with company's development. Ekoenergetyka condemns all acts and political discourses which may lead to human rights abuses, such as gender discrimination, discrimination on grounds of religion, nationality, sexual identity and ethnicity. We are against child labour, forced labour and violating of fundamental civil rights, including freedom of speech and freedom of association.

Ekoenergetyka supports and respects Human Rights protection expressed in Universal Declaration of Human Rights and Declaration on Fundamental Principles and Rights at Work published by International Labour Organization. The company also undertakes to respect the UN framework „Protect, Respect and Remedy” and UN's principles on Business and Human Rights.

Ekoenergetyka's Policy and Human Rights Statement insist on respecting Human Rights and acting in compliance with included principles. This policy applies to the company as an employer but also to all its employees and entities. We strive to promote the principles and values of this statement in its operations, in the implementation of projects and in its relations with third parties.

### Employees

Ekoenergetyka treats every employee with respects and dignity. We create a positive working environment free from discrimination and harassment. Our code of conduct contains a section dedicated to its non-discriminatory policy . The company's human resource management policy and practice also indicates that the diversity of the workforce is a force that the company values and promotes on a daily basis. Ekoenergetyka's working environment reflects the company's ethical views, i.e. respect for human dignity, safe working conditions and development opportunities for all employees. Employees are encouraged to report problems related to ethics, discrimination or harassment and report suspected violations of applicable laws, regulations and rules, such as violation of the basic ethics values of Ekoenergetyka.

### Suppliers and contractors

The process of selecting our suppliers and contractors implies an evaluation of their human rights approach and adherence to their policy, production and business development. The purpose of such monitoring is to ensure the complete absence of child labor, forced labor and cases of discrimination in the Ekoenergetyka business chain.

### Society and local communities

To contribute to the effectiveness of the implementation of the policy of respect for human rights, Ekoenergetyka is committed to improving economic, environmental and social conditions and has a positive impact on the communities in which it operates. Involvement in charity events is crucial in the relations of Ekoenergetyka with local communities, as well as active involvement in the development of a qualified workforce and high-quality employment in the local community. Ekoenergetyka conducts constant dialogue with stakeholders and participates in various activities to involve the community in pro-ecological activities.

## Sustainable development

Ekoenergetyka claims that respect for human rights is an important part of the path to building a more environmentally sustainable society. Development that does not threaten our planet's resources and the well-being of future generations is the company's main goal. The main activity of Ekoenergetyka is to provide cleaner, safer, and therefore more sustainable mobility.

Thanks to its business activities, Ekoenergetyka actively contributes to creating a fairer and more sustainable future.

Chairman of the board

Zielona Góra, 01.12.2020, v.2