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## Code of Conduct in force at Stocznia Szczecińska "Wulkan" sp. z o.o.

Stocznia Szczecińska "Wulkan" sp. z o.o. pays particular attention to corporate social responsibility. For this reason, we declare and protect the basic social rights of employees, the fundamental rules of employment and we also declare to protect our environment and minimise the use of natural resources. These binding rules are in line with the relevant International Labour Organisation conventions, applicable national laws and regulations, collective agreements and basic business principles.

We expect our business partners to express a reasonable willingness to comply with the basic social, environmental guidelines listed in the following sections.

### § 1. Fundamental obligations

**1. Human Rights:** Respect and promote respect for internationally recognised human rights. All employees are obliged to ensure that universally recognised fundamental rights are respected.

**2 Non-discrimination:** Equal opportunities and equal treatment, regardless of ethnicity, colour, gender, religion, nationality, sexual orientation, social origin or political orientation. As a matter of principle, employees are selected, hired and promoted on the basis of their qualifications and skills.

**3. Free choice of employment:** Any use of forced labour, including debt bondage or forced labour, is unacceptable.

**4. Ban of child labour:** Child labour is prohibited. The age of entitlement to employment is strictly defined in accordance with the relevant laws and regulations.

**5. Freedom of assembly:** The fundamental right of all workers to form and join trade unions and worker representation is reaffirmed to join them.

**6. Working hours:** It is ensured that the maximum working hours are respected in accordance with the law in the country concerned.

**7. Health and safety at work:** The protection of workers at work and health protection at work shall be guaranteed within the scope of national legislation. Every possible precaution shall be taken to avoid accidents and to train all the employees in health and safety at work. The standards concern safe and healthy working conditions for all employees. To maintain healthy working conditions, appropriate measures are taken to ensure personal health and safety at work.

## **§ 2. Appropriate social conditions**

The provision of social conditions for employees must meet the minimum standard for adequate living conditions. Social conditions are considered adequate if they comply at least with the guidelines of the relevant local authorities and any applicable Polish laws and regulations.

## **§ 3. Remuneration**

The employer must pay its employees at least the fixed minimum wage in accordance with national laws and regulations, including any applicable collective agreements.

## **§ 4. Environmental obligations**

In our operations we pay attention to environmental considerations, minimising the use of natural resources such as energy, raw materials and water as well as minimising our carbon footprint. One of the main tasks is the prevention of environmental pollution through all reasonable measures as well as compliance with international conventions and agreements on



environmental protection, and applicable national laws and regulations. Employees' environmental activities are encouraged.

## § 5 Business ethics

**1. Combating fraud and corruption:** Acting in accordance with applicable anti-corruption legislation. Refraining from all forms of dishonest behaviour, corruption, extortion and bribery. Complying with the provisions contained in the instructions on prevention and combating money laundering and terrorism financing

**2. Antitrust and competition laws:** Compliance with the principles of fair competition. Compliance with applicable laws and regulations that support and promote competition, in particular applicable antitrust and competition laws.

**3. Conflict of interest:** In relations with suppliers and state institutions, the interests of the company and the private interests of employees on both sides must be kept strictly separate. Actions and decisions concerning the business are taken independently of considerations and personal interests.

**4. Company secrets:** Employees are obliged to protect trade and company secrets. It is prohibited to disclose confidential information as well as confidential documents to third parties without appropriate authorisation or to provide other forms of access to them, unless appropriate authorisation has been granted.

**5. Ensuring anonymity:** Ensuring that employees, managers and external stakeholders can anonymously raise concerns about the company's operations, which are dealt with fairly, without any form of retaliation against the person raising the concern.

**6. Subcontractors:** Communicate the fundamental rules of this Code of Conduct to your direct contractual partners, promote compliance with its contents in the best possible way among your contractual partners.

PREZES ZARZADU  
Marek Opowicz



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