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EXPERTSiniT Poland

Commitment to Ethical & Legal Standards

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1. HUMAN RIGHTS

- **Policy:** Alignment with the UN Guiding Principles on Business and Human Rights.
- **Action:** Annual human rights risk assessments focused on operations and high-risk suppliers.

2. HEALTH AND SAFETY

- **Compliance:**
 - Polish Labour Code (*Kodeks Pracy*, Art. 207–212) and EU Directive 89/391/EEC.
 - Regular workplace safety audits and mandatory employee training.

3. NON-DISCRIMINATION

- **Policy:** Zero tolerance for discrimination (race, gender, age, etc.), per:
 - Polish Labour Code (Art. 11³) and EU Directive 2000/78/EC.
- **Action:** Anonymous hiring processes and diversity training.

4. FREEDOM FROM ABUSE & HARASSMENT

- **Policy:** Prohibition of all forms of violence, bullying, or harassment (*Kodeks Pracy* Art. 94).
- **Action:** Confidential reporting channels and disciplinary measures for violations.

5. EMPLOYMENT LAW & LABOUR STANDARDS

- **Compliance:**
 - Adherence to Polish labour laws (contracts, working hours, wages).
 - Alignment with ILO Core Conventions (e.g., No. 29, 105 on forced labour).

6. FREEDOM OF ASSOCIATION

- **Policy:** Respect for employee rights to unionize (*Kodeks Pracy* Art. 18).
- **Action:** Neutral stance toward union activities; no retaliation.

7. MODERN SLAVERY, FORCED & CHILD LABOUR

- **Prevention:**
 - Supplier Code of Conduct prohibiting forced/child labour (ILO standards).
- **Reporting:** Mandatory escalation of suspicions per Art. 304 KPK (Polish Criminal Code).

8. RESPONSIBLE MINERAL SOURCING – N/A

- **Due Diligence:**
 - Compliance with EU Conflict Minerals Regulation (2021/821).

- Preference for suppliers certified under **RMAP** or **OECD Due Diligence Guidance**.

9. PRIVACY

- **Compliance:**
 - GDPR (EU 2016/679) and Polish Data Protection Act (*Ustawa o ochronie danych osobowych*).
 - Employee/customer data encryption and access controls.

10. ANTI-CORRUPTION

- **Policy:** Zero bribery policy aligned with:
 - - Polish Penal Code (Art. 228–230) and EU Anti-Corruption Directive.
- **Action:** Annual anti-corruption training for employees.

11. WHISTLEBLOWING PROTECTION

- Compliant with Polish Whistleblower Protection Act (*Ustawa o ochronie sygnalistów*, 2023).
- Secure, anonymous reporting via (mailto:office@expinit.pl).
- Non-Retaliation: Strict enforcement of whistleblower safeguards.