

YABIMO Corporate Social Responsibility Policy & Code of Conduct

1. Scope of Application

This policy applies to all YABIMO employees, business partners, suppliers, and subcontractors in all countries of operation. Where local law conflicts with international standards, the higher standard shall apply.

2. Definitions

- **Forced labour** – as defined by ILO Conventions No. 29 and 105.
- **Discrimination** – any unjustified differentiation based on gender, age, disability, ethnicity, religion, sexual orientation, gender identity, social status.
- **Stakeholders** – individuals and entities influencing YABIMO's activities.

3. Compliance with Laws and International Standards

YABIMO commits to comply with all applicable laws and international CSR standards, including ISO 26000, UNGC, OECD Guidelines, ILO Fundamental Principles, UNGP.

4. Human Rights

YABIMO conducts regular human rights risk assessments and implements whistleblowing mechanisms. Protection for whistleblowers is guaranteed.

5. Business Ethics and Anti-Corruption

Prohibition of corruption, bribery, and unfair practices. Compliance with the UK Bribery Act, COE Criminal Law Convention, Polish law.

6. Equality, Diversity, and Inclusion

Equal treatment for all employees and candidates. No discrimination or bullying. Promotion of an inclusive culture.

7. Occupational Safety and Environmental Protection

Safe working conditions in accordance with regulations and best practices. Implementation of circular economy principles, CO₂ emission reporting, waste management in line with ISO 14001.

8. Supply Chain and Partner Responsibility

Suppliers are audited for CSR and human rights compliance. Cooperation only with entities meeting YABIMO standards.

9. Reporting Mechanisms

Anonymous channels for reporting irregularities (hotline, email). Protection for whistleblowers.

Michał Olesiński
The President of the Board & CEO