

Anti-Harassment and Anti-Bullying Policy

I. PURPOSE

YABIMO provides a work environment free from harassment, bullying, mobbing, discrimination and other forms of inappropriate treatment. We build a culture based on mutual respect, cooperation, open communication and psychological safety. We apply a zero-tolerance approach to inappropriate behaviour and retaliation.

II. SCOPE

This Policy applies to employees, management, Foremen, Coordinators, subcontractors, consultants and other persons performing work for YABIMO or present in YABIMO offices, workshops, warehouses and project sites, regardless of the form of cooperation or place of work.

III. WHAT WE CONSIDER INAPPROPRIATE BEHAVIOUR

Inappropriate behaviour includes, in particular:

- harassment, bullying, mobbing, threats, insults and offensive comments;
- public humiliation or ridicule, spreading rumours and isolation;
- exclusion from communication or the team and obstructing access to information needed for work;
- persistent and unjustified criticism, psychological pressure and offensive electronic communication;
- retaliation against a person reporting a concern, a witness or a supporting person.

A single incident of inappropriate behaviour, even if it does not meet the criteria for mobbing, may violate a person's dignity and YABIMO standards. Reasonable supervision, professional feedback and proportionate enforcement of work duties do not constitute mobbing.

IV. CONFLICTS, RESPONSIBILITIES AND REPORTING

Conflicts should be resolved as early as possible, constructively and with respect for the dignity of all parties. Everyone associated with YABIMO must treat others with respect, respond to inappropriate behaviour and report violations.

Management, Project Managers, Foremen and Coordinators must respond without delay, maintain confidentiality and refer the matter in accordance with applicable procedures.

Anyone who experiences or witnesses inappropriate behaviour may use YABIMO's applicable reporting channels. Reports are handled confidentially, impartially and with respect for the rights of all parties. Persons reporting in good faith and persons participating in the clarification of a matter are protected against retaliation. Detailed rules are set out in YABIMO's applicable reporting and whistleblower protection procedures.

V. YABIMO COMMITMENT

YABIMO is committed to preventing harassment, bullying and mobbing, conducting educational activities, protecting reporting persons and taking appropriate investigative, corrective and preventive actions where violations are identified.

Michał Olesiński
President & CEO

**Revision history:**

No.	Rev. no.	Introduced changes	Revision date	Approved by
1	1	Initial version	12.03.2026	Michał Olesiński
2	2	Expanded the policy to address workplace conflicts, employee and management responsibilities, reporting of inappropriate behaviour and protection against retaliation. Updated the examples and scope of unacceptable conduct and aligned the policy with YABIMO's whistleblowing and reporting procedures	20-08-2026	Michał Olesiński
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