

Polityka Praw Człowieka YABIMO

1. Child Labour

We do not employ children and do not tolerate child labour in our operations or business relationships. The employment of young workers may only take place in accordance with applicable legal requirements.

2. Freely Chosen Employment

We do not tolerate forced, bonded, slave or involuntary labour in any form. We do not retain employees' identity documents and do not accept unlawful recruitment fees charged to workers.

3. Equal Treatment and Dignity

Employment-related decisions are based on competence, qualifications, experience and job requirements. We do not tolerate discrimination, harassment, bullying, intimidation or retaliation. Detailed requirements are set out in the YABIMO Anti-Harassment and Anti-Bullying Policy.

4. Health and Safety

We are committed to providing a safe and healthy working environment. We identify hazards, assess risks, and provide the necessary training, information and protective measures. Everyone has the right to report hazards without fear of retaliation.

5. Wages, Working Time and Rest

We provide lawful, timely and transparent remuneration and comply with applicable requirements regarding working hours, overtime, leave and rest periods.

6. Freedom of Association

We respect employees' rights to join or not join lawful organisations, elect representatives and engage in social dialogue without discrimination or retaliation.

7. Accommodation, Transportation and Privacy

Where YABIMO provides accommodation or transportation, we require conditions that are safe, lawful and respectful of human dignity. We protect privacy and personal data in accordance with applicable requirements.

8. Responsible Business and Community Relations

We expect our suppliers and subcontractors to comply with the law and with principles consistent with this Policy. We respect the rights and legitimate interests of communities that may be affected by our activities.

REPORTING, RESPONSE AND OVERSIGHT

Any person may report suspected violations to their supervisor, Coordinator, Project Manager, HR, HSEQ or through the available reporting channels. Reports are handled confidentially and impartially. Individuals who report concerns in good faith are protected against retaliation. YABIMO identifies human rights risks, implements preventive and corrective actions, monitors their effectiveness, and ensures ongoing oversight by the Management Board. This Policy is subject to periodic review.

Prezes Zarządu

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