

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

YABIMO has zero tolerance for modern slavery, including slavery, servitude, human trafficking, forced or compulsory labour and debt bondage. We are committed to preventing these practices in our operations and business relationships and to complying with applicable law and internationally recognised human rights principles.

SCOPE AND PRINCIPLES

1. Scope. This Policy applies to all YABIMO employees, managers, agency workers and persons acting for or on behalf of YABIMO. We expect suppliers, subcontractors, recruitment agencies and other business partners to follow equivalent standards.

2. Freely chosen employment. Employment must be voluntary. YABIMO prohibits forced, bonded, prison or compulsory labour, trafficking, coercion, restriction of movement and retention of identity documents.

3. Fair recruitment and employment. Workers must not bear unlawful recruitment fees. Employment terms shall be communicated clearly. YABIMO provides lawful, timely and fair remuneration and complies with applicable requirements concerning working time, overtime, leave and rest.

4. Child labour. YABIMO does not employ children or tolerate child labour. Young workers may only be employed in accordance with applicable law and with appropriate protection of their health, safety and education.

5. Responsibility and reporting. Everyone covered by this Policy must prevent, identify and report concerns. Suspected violations may be reported to a supervisor, Coordinator, Project Manager, HR, HSEQ or through YABIMO reporting channels. Reports are handled confidentially and impartially, and good-faith reporters are protected against retaliation.

6. Human rights due diligence. YABIMO periodically assesses human rights risks in its operations and business relationships, including recruitment and supply chains, and applies proportionate preventive, corrective and monitoring measures.

7. Business partners. Human rights criteria may be included in supplier qualification, contractual requirements, questionnaires, risk monitoring and audits. Confirmed breaches may require corrective action and may affect the business relationship.

8. Training and oversight. YABIMO communicates this Policy, provides appropriate awareness measures and monitors implementation. Management is responsible for oversight, and the Policy is reviewed periodically.

Confirmed violations may result in corrective or disciplinary action, subject to applicable law. YABIMO will cooperate with competent authorities where required.

Prezes Zarządu

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