

POLONEZ PLUS SPÓŁKA Z OGRANICZONĄ ODPOWIEDZIALNOŚCIĄ

POLONEZ PLUS

CSR POLICY

Corporate Social Responsibility (CSR) is a management strategy according to which an enterprise voluntarily takes into account social interests, environmental aspects and relations with various stakeholder groups (especially employees) in its activities. Being socially responsible means investing in human resources, environmental protection and relations with the company's environment and informing about these activities, which contributes to the increase of the company's competitiveness and shaping the conditions for sustainable social and economic development.

Polonez Plus distinguishes the following areas of corporate social responsibility:

1. organisational governance,
2. human rights,
3. work relations,
4. environment,
5. fair market practices,
6. consumer relations,
7. social involvement.

The activities undertaken by Polonez Plus should be considered in the long term and have a positive impact on future generations. This includes, e.g., actions protecting the natural environment as well as actions supporting the development and education of children. The concept of corporate social responsibility is also closely related to the concept of sustainable development of the company, according to which the company's activities are not limited to efforts to increase economic results, but also include undertaking social initiatives.

Polonez Plus implements corporate social responsibility issues in practice, placing particular emphasis on the values represented by this Policy. All employees and associates of Polonez Plus are guided by the principles set out herein, which constitute the moral basis of our company, so that there is a partnership and friendly atmosphere in the company and people respect and trust each other.



CORPORATE SOCIAL RESPONSIBILITY TOOLS USED IN THE OPERATIONS OF POLONEZ PLUS

ACTIVITIES FOR THE LOCAL COMMUNITY

Polonez Plus strives to undertake initiatives to benefit the environment in which the company operates. They take the form of activities supporting local institutions and people, cooperation with local organisations, pro-environment activities, as well as cooperation with local public health centres (e.g. during the COVID-19 pandemic).



ACTIVITIES FOR THE ENVIRONMENT

During its operations, Polonez Plus undertakes activities aimed at environmental protection, carrying out investments that minimise the impact of such activities on the environment. This includes initiatives such as the implementation of environmental policy, sustainable management of raw materials, waste segregation, ecological education of employees and customers, as well as the implementation of environmentally friendly technological processes and eco products and services.





SOCIAL CAMPAIGNS

As part of its activities, Polonez Plus takes into account the possibility of participating in campaigns aimed at influencing society's attitudes. By providing assistance during its activities, Polonez Plus strives to publicise the social effect resulting from such projects in order to increase social awareness in the matters defined by these activities (e.g. environmental protection, education of pro-social attitudes).



EMPLOYEE PROGRAMMES

Polonez Plus invests in employee development. This is done by enabling the widest possible group of employees and associates of the company to participate in qualification-raising programs (training courses, etc.), integration programmes and events, programmes for equal opportunities (flexible forms of employment), and participation in insurance and health care programmes addressed not only to employees, but also to their relatives.

We take actions to eliminate or minimise threats to the health or life of people and the environment by using safe work procedures and the latest techniques and tools at all work stations.



EMPLOYEE VOLUNTEERING

Polonez Plus encourages its employees to work voluntarily, e.g. by performing specific tasks or allowing a certain number of working hours to be devoted to pro-social initiatives (institutions, organisations, campaigns).



SUPPLY CHAIN MANAGEMENT

Polonez strictly adheres to the principles of corporate social responsibility at every stage of delivery, by implementing and enforcing its standards for and by its contractors.



RELIABLE COOPERATOR

Polonez Plus promotes the principle of partnership at every level of cooperation. We strive to ensure full mutual trust between trading participants. We aim to make our business relationships long-term. Therefore, the contracts we make and present to our partners are transparent and clear, and implement the basic win-win business principle. We treat our partners with respect, we keep our words, but we also avoid empty promises.

We only cooperate with legally operating companies. With the quality of our services in mind, we rely on the experience and potential of our selected suppliers and subcontractors who meet the highest standards.

We do not cooperate with companies with an unclear legal situation. It is also important for us to comply with the terms of contracts and payments. We take compliance with confidentiality agreements very seriously.



By introducing and implementing this Policy, Polonez Plus aims to achieve a number of important benefits, i.e.:

1. economic benefits (higher current liquidity, better use of fixed assets and human capital),
2. benefits for the social environment (increased level of culture and work safety, reducing the negative impact of activities on the environment, helping the local community),
3. environmental benefits (rational management of natural resources and waste, involvement of business partners within the environmental responsibility chain and initiating joint pro-environmental activities, promoting pro-environmental ideas),
4. benefits for employees (timely payment of remuneration, high work culture and safety, constant professional development through the availability of training, additional medical care, high quality of social amenities, equal opportunities for women and men in terms of jobs and remuneration).

Polonez Plus declares to control the application of this Policy, periodically review it and continuously improve it, and support all initiatives aimed at constantly improving the level of implementation of the tasks performed. By introducing the CSR Policy, Polonez Plus guarantees all its Business Partners to establish cooperation with a reliable, modern and responsible company.

