



## Corporate Social Responsibility (CSR) Policy

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EURO-WELD J.WENERSKI-M.WENERSKI SP. J. ACCEPTS "THE TEN UNITED NATIONS GLOBAL COMPACT PRINCIPLES", ANNOUNCED IN YEAR 2004 AS A NECESSARY FRAMEWORK FOR PURE AND ETHIC BUSINESS, WHICH IS OPENED FOR RECIPROCAL RELATIONS AMONG ENTERPRISE AND HIS CLIENTS, SUBCONTRACTORS AND LOCAL COMMUNITIES, AS WELL AS ESENTIAL AND RELIABLE BEHAVIOUR OF THE PERSONNEL EVERYDAY.

EURO-WELD SP. J HAS ACCEPTED THE FOLLOWING „GLOBAL COMPACT” PRINCIPLES AS MANDATORY:

- Principle 1. Support and respect protection of internationally proclaimed human rights.
- Principle 2. Elimination of the all case of human rights violation inside enterprise.
- Principle 3. Observance of freedom of association.
- Principle 4. Elimination of all forms of forced and compulsory work.
- Principle 5. Effective abolition of child labor.
- Principle 6. Elimination of discrimination in employment and occupation.
- Principle 7. Precautionary approach to environmental challenges.
- Principle 8. Undertaking initiatives to promote environmental responsibility.
- Principle 9. Application and dissemination of environmentally friendly technologies.
- Principle 10. Counteraction against any form of corruption incl. extorsion and bribery.

MOREOVER FOR EVERYONE AT EURO-WELD SP. J. ARE MANDATORY:

- A- Total prohibition on alcohol and drugs use.
- B- Honest care for partnership and movables, efficient management, confidentiality of information possessed during duties.
- C- Respect to superiors, subordinates and cooperators.
- D- Principle of a professional, high-quality, precise, exact, prudent and reliable performance of the duties.
- E- Principle of professional self-development and creativity.
- F- Obligation to inform superiors and firm management directly about any attempt of oferring personal benefits, which may attempt to violate the fair trading practice principle.
- G- Observation of the mandatory regulations with regard to Health & Safety Policy, Environmental Policy etc. and rules of rights and duties of the employees, comprised at Polish Labour Code.

EURO-WELD Sp.J. Policy at area of CSR Management is fairly known inside and respected by all employees, regardless of their position in the firm and should be implemented in accordance with the above principles.

### Management of EURO-WELD J.Wenerski-M.Wenerski Sp. j.

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