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Quality Management System		
Unified Policy of Respect for Human Rights of MOSTOSTAL ZABRZE Group		
Link to standard: 7.5		

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1. Policy objective and object

The Uniform Policy of Respect for Human Rights is MOSTOSTAL ZABRZE Group's declaration of adherence to the provisions of the ILO Declaration on Fundamental Principles and Rights at Work.

2. Scope of application

This policy applies to all companies of MOSTOSTAL ZABRZE Group, i.e.:

- 1) MOSTOSTAL ZABRZE S.A.,
- 2) MOSTOSTAL ZABRZE Realizacje Przemysłowe S.A.,
- 3) MOSTOSTAL ZABRZE Gliwickie Przedsiębiorstwo Budownictwa Przemysłowego S.A.,
- 4) MOSTOSTAL ZABRZE Konstrukcje Przemysłowe S.A.,
- 5) MOSTOSTAL ZABRZE Biprohut S.A.,
- 6) MOSTOSTAL ZABRZE Elektro Sp. z o.o.,
- 7) MOSTOSTAL ZABRZE Nieruchomości Sp. z o.o.,
- 8) Przedsiębiorstwo Robót Inżynieryjnych S.A.

3. Terminology and abbreviations

Policy	Unified Policy of Respect for Human Rights of MOSTOSTAL ZABRZE Group
Companies	the companies belonging to MOSTOSTAL ZABRZE Group (GMZ)
MZ	Mostostal Zabrze S.A.
MZRP	Mostostal Zabrze Realizacje Przemysłowe S.A.
MZGPBP	Mostostal Zabrze Gliwickie Przedsiębiorstwo Budownictwa Przemysłowego S.A.
MZKP	MOSTOSTAL ZABRZE Konstrukcje Przemysłowe S.A.
MZB	Mostostal Zabrze Biprohut S.A.
MZE	Mostostal Zabrze Elektro Sp. _ o.o.
MZN	MOSTOSTAL ZABRZE Nieruchomości Sp. z o.o.
PRInż	Przedsiębiorstwo Robót Inżynieryjnych S.A.
Discrimination	treating people differently for a reason that is objectively inappropriate; discrimination may also be understood as oppression, disadvantage of individuals or groups on the grounds of gender, origin,

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	religious, national or racial affiliation
Forced labour	all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily (definition according to the International Labour Organisation's Convention No 29 on Forced or Compulsory Labour of 28 June 1930)
Migrant worker	is a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a state of which they are not nationals (based on the UN definition)
Internal auditor	a person entrusted with conducting internal audits at MOSTOSTAL ZABRZE Group

4. Responsibility and rights

The Management Board Office of the MZ is responsible for the content of this Policy, while the control function is entrusted to the Internal Auditor.

5. Policy principles

5.1 Prohibition of discrimination

MOSTOSTAL ZABRZE Group does not accept or tolerate any form of discrimination against employees on the basis of their race, colour, gender, language they speak, religion, political or other beliefs, caste, national or social origin, personal characteristics, place of birth, trade union membership, sexual orientation, health status, age, disability or other distinguishing characteristics. All decisions related to the employment relationship, from employment to termination and retirement, are based solely on relevant and objective criteria.

5.2 Prohibition of forced labour

MOSTOSTAL ZABRZE Group prohibits all forms of forced labour, including semi-slave labour, slave labour or labour related to human trafficking. Employees have the right to move freely and to leave the workplace after finishing work.

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5.3 Prohibition of employment of children and minors

MOSTOSTAL ZABRZE Group does not tolerate the employment of children under any circumstances. The minimum age for admitting a person to full-time employment is at least 15 years of age. No hazardous work that threatens their health, safety, and has a negative impact on their physical and mental development is provided for employees under the age of 18.

This rule shall not apply to the work of children or adolescents in high schools, vocational and technical schools or other vocational training institutions, or to the work of persons at least fourteen years of age in enterprises, if such work is an integral part of: education or vocational training for which the school or vocational training institution has primary responsibility, an approved vocational training programme implemented primarily or entirely in an enterprise, a counselling or guidance programme designed to facilitate the choice of an occupation or type of vocational training.

5.4 Freedom of association and collective bargaining

MOSTOSTAL ZABRZE Group respects the rights of employees to form, join or not join trade unions or other organisations of their own choosing representing their common interests, implemented in compliance with the law and social norms. Entities belonging to **MOSTOSTAL ZABRZE Group** do not take any repressive measures against employees on this account. The companies undertake to respond favourably to all employee initiatives regarding the possibility of implementing employee demands and interests.

5.5 Prohibition of harassment, abuse and stalking

MOSTOSTAL ZABRZE Group protects its employees from any act of abuse of a physical, verbal, sexual or psychological nature, harassment, humiliation or threats in the workplace, whether by co-workers or superiors. For these purposes, among others, the "Anti-Mobbing and Anti-Discrimination Procedure" was implemented.

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5.6 Compliance with working hours, benefits and remuneration

The entire **MOSTOSTAL ZABRZE Group** ensures compliance with all applicable laws and industry standards regarding remuneration, working time, overtime and other benefits. The companies respect regulations on working time and overtime. Companies keep work-time records and check them regularly. Arrangements regarding working and rest time shall be communicated to employees in an accessible and comprehensible form, immediately after establishing the employment relationship. Every employee has the right to continuously develop his or her skills and abilities, and should be given the opportunity for career development.

5.7 Rights to leave

MOSTOSTAL ZABRZE Group allows all employees to exercise their right to sick leave and holiday leave, parental leave, or leave to care for their own or adopted newborn children, in accordance with national laws. People taking this type of parental leave are not at risk of being dismissed from work and are also allowed to return to their workplace while maintaining the unchanged principles of remuneration and benefits.

5.8 Rights to employment contracts

All **MOSTOSTAL ZABRZE Group** employees receive a written, understandable and legally binding employment contract. **MOSTOSTAL ZABRZE Group** does not base its activities on part-time work, short-term or casual work, or on the work of fictitious interns or apprentices in order to benefit from paying lower remuneration and benefits.

5.9 Rights to safety at work

The **MOSTOSTAL ZABRZE Group** follows occupational health and safety rules.

The companies regularly organise health and safety training for their employees. Separate training is provided for subcontractors upon their entry into the construction site. In addition, the Companies equip

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all employees with personal protective equipment appropriate to the tasks they perform. A risk assessment process is carried out for each task to identify and respond to potential hazards in the most appropriate manner. The Companies have an efficient accident and illness reporting system implemented and ensure compliance with the uniform occupational health and safety standards introduced in the MOSTOSTAL ZABRZE Group.

5.10 Rights of migrant workers

Companies conduct the recruitment process of migrant workers in a fair and non-coercive manner. Employees receive an employment contract drawn up in a clear, precise and understandable manner before leaving their country. The Company does not retain employees' personal travel documents, identity cards or any other personal items, and the documents that are collected to carry out the relevant registration procedures are returned to employees immediately after the process is completed. Employees have the right to terminate their employment contract at any time (with due notice) without being subject to administrative or financial penalties (such as withholding or non-payment of remuneration).

5.11 Due diligence, remedies and communication

All Companies promote, support and disseminate measures to minimise the risk of human and labour rights violations. At the same time, the Companies are open to any reports of adverse reactions or indications of problematic areas and to proposals for solutions to these issues.

5.12 Complaint reporting mechanism

In the event of violations described in this Policy, the reporting method described in the "Procedure for anonymously reporting violations of law and ethical standards and procedures" should be used.

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The following documents were used in the development of this Policy:

1. International Bill of Human Rights (i.e. Universal Declaration of Human Right, International Covenant on Economic, Social and Cultural Rights, as well as civil and political rights),
2. ILO Declaration on Fundamental Principles and Rights at Work,
3. UN Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” Framework,
4. European Convention on the Legal Status of Migrant Workers,
5. International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families adopted by General Assembly Resolution 45/158 of 18 December 1990.

